

BEFORE THE
CALIFORNIA BUREAU OF STATE AUDITS (BSA)

In the matter of

Citizens Redistricting Commission (CRC)
Applicant Review Panel (ARP) Public Meeting

555 Capitol Mall, 5th Floor
Sacramento, CA 95814

WEDNESDAY, JULY 21, 2010
9:30 A.M.

Reported by:
Peter Petty

APPEARANCES

Members Present

Kerri Spano, Meeting Chair

Raul Villanueva, Her Assistant

Nasir Ahmadi

Lynne Reich, His Assistant

Mary Camacho

Bob La Liberte, Her Assistant

Staff Present

Stephanie Ramirez-Ridgeway, Panel Counsel

Diane Hamel, Executive Secretary

Also Present

Public Comment

Jim Wright

Sam Walton, NAACP

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P R O C E E D I N G S

JULY 21, 2010 9:31 A.M.

CHAIR SPANO: Good morning. The hour being 9:30 a.m., and a quorum being present. Let's begin. Secretary, would you please call the roll?

MS. HAMEL: Mr. Ahmadi - Here; Ms. Camacho - Here; Ms. Spano - Here.

CHAIR SPANO: Yesterday, we identified 40 Republican Applicants who will be interviewed beginning August 6th. Earlier this week, we determined the 40 Applicants who are neither Republican, nor Democrat, who will be interviewed beginning August 6th, as well. And we also adopted an interview schedule that will have us conducting these interviews through September 13th.

Before we get started, I just want to alert everyone that there is a report that should be amended; it is a typographical error in the title, only. It should read "43 Democrats Who Received One or Two Favorable Recommendations," instead of "42 Democrats."

MS. RAMIREZ-RIDGEWAY: That has been amended, Ms. Spano.

CHAIR SPANO: Okay, thank you.

MS. RAMIREZ-RIDGEWAY: For the back of the room.

CHAIR SPANO: Okay. Does anyone else have --

MS. HAMEL: And I gave you a copy, as well.

1 CHAIR SPANO: Yes, I see that. Thank you. Does
2 anyone else have announcements to make at this time?

3 MR. AHMADI: No, I do not have an announcement.

4 MS. CAMACHO: No announcements.

5 CHAIR SPANO: Okay. Let's move on. You know,
6 yesterday, Mary and Nasir, I noticed that, as a member
7 would bring up an Applicant that they wanted to discuss, I
8 was struggling trying to get my files up while you guys
9 were speaking, or whoever was bringing up a candidate to
10 speak about, and I was wondering today if we could pause
11 after somebody brings up a name, so that I can get my
12 material, and maybe everybody has a chance to gather their
13 materials and get ready to speak.

14 MR. AHMADI: I think that is a very good idea.

15 MS. CAMACHO: Yeah, that seems like a very good
16 thing to do, when we can get all our thoughts and all our
17 materials together.

18 CHAIR SPANO: Yes, to kind of get settled a little
19 bit. Let's see, so at this point, let's move on to public
20 comment. Would any member of the public like to speak
21 about any of the applicant pool today that we are about to
22 discuss, which is the Democrat pool? No? Okay. Then
23 let's get started. We are discussing our sub-pool of
24 Democratic Applicants. Based on our reports of the sub-
25 pool, it looks like we have 17 Applicants that we

1 tentatively agree should be interviewed, although any of
2 these could change. Let's start working from that list
3 like we did before. Mary, you began Monday, I began
4 yesterday. Nasir, would you like to begin today?

5 MR. AHMADI: Sure, thank you. So, when I went
6 back to my office yesterday, I looked back at the ones
7 that I had in my initial Top 40, obviously 17 of them are
8 included in here, and I have a pile of applications here
9 that I will go one-by-one, and I believe that they are
10 equally qualified in serving for the Commission, so if I
11 can share the first one, I would like to discuss John
12 Gamboa.

13 CHAIR SPANO: John Gamboa? Nasir, when you said
14 you have your list that you wanted to bring forward and
15 discuss today, did you mean you had a few Applicants in
16 mind that you want to bring forward, but we would all
17 rotate and discuss?

18 MR. AHMADI: Sure.

19 CHAIR SPANO: Okay, I just wanted to clarify.
20 Thank you.

21 MR. AHMADI: No, that is right. Are we ready now?

22 CHAIR SPANO: Yes, I am. Mary?

23 MR. AHMADI: Mary, are you ready? Okay. So, the
24 reason I suggested that we should bring Mr. Gamboa back
25 for discussion, tentatively to be placed back on the 40

1 qualified Applicants, is amongst all the qualifications in
2 terms of analytical skills, impartiality, and appreciation
3 of diversity, Mr. Gamboa also has redistricting
4 experience, which I believe is very valuable for the work
5 of the Commission. Just to give you some specifics, the
6 redistricting experience involves with Latino groups back
7 in the 1980s and also later with the City of Oakland. Mr.
8 Gamboa has held many nonprofit positions and he has been
9 the former Executive Director of the Greenlining
10 Institute. So, when I looked back at the collective
11 qualities, as reflected in this application, I am very
12 comfortable to have him for reconsideration, to be placed
13 back on the tentative list of 40 Democrats.

14 MS. CAMACHO: I agree with you, Nasir. Mr. Gamboa
15 has Board experience and a lot of experience with
16 coalitions, and not just that one particular one, but
17 interactions with many. So, while he might have been a
18 participant within one, he interacted with various other
19 coalitions. So, I think I would also like to include him
20 in the tentative list of interviewees.

21 MR. AHMADI: Thank you.

22 CHAIR SPANO: I agree, Nasir and Mary. I just
23 wanted to add a little bit. You mentioned that he has
24 redistricting experience, too, from the '80s, and this is
25 a directly relevant quality that impressed me, working

1 with a group, Los Californios, to create district maps at
2 the State level and to help create district maps for the
3 City of Oakland. I think that is a very challenging task.
4 This candidate also has 30 years or more working with the
5 Coalitions of Diverse Stakeholders, as well, and I feel
6 that is a directly relevant quality, important to the
7 strengths of the Commission that help them deal with the
8 different communities of interest as they travel
9 throughout the state. He has a strong focus on
10 transparency and equal access and even in his diversity
11 response he gives explanation with working with diverse
12 groups and stakeholders. So, I find that, in addition to
13 his Board and Commission experience as has been explained
14 so far, this candidate is a very great candidate to place
15 back in the pool.

16 MR. AHMADI: Correct. Thank you.

17 MS. CAMACHO: And the next person I would like to
18 bring up is Charles Turner. Are you ready?

19 CHAIR SPANO: Yes.

20 MR. AHMADI: Yes, I am.

21 MS. CAMACHO: I just wanted to make sure. This
22 Applicant, he comes from a rural area in Northern
23 California. He is a Chair of a Political Science
24 Department, so he is a Professor at - I think it is Chico
25 State.

1 MR. AHMADI: Correct.

2 MS. CAMACHO: And he is very familiar with the
3 political process. He is a member of the League of Women
4 Voters and had studied California issues, so he has a very
5 good understanding of kind of what may be required and a
6 familiarity with the issues that could occur. Also, he
7 has lived in Southern California, so he has lived in rural
8 areas, he has lived in urban areas, he has lived in large
9 cities. He is capable of statistical analysis and
10 research, so I think he would be a beneficial individual
11 to have on the Commission.

12 MR. AHMADI: I agree, Mary. When I look back at
13 the ratings, or my ratings, throughout the review process,
14 I have always found the qualifications as excellent, so I
15 am very comfortable to put him back into the pile for
16 reconsideration.

17 CHAIR SPANO: I like this candidate, Mary, for the
18 qualifications that he described. I believe that what you
19 described so far, and Nasir, exhibits a very well rounded
20 candidate. I believe that this individual teaches a class
21 that includes, like he said he was a teacher, and it
22 includes the rise of the Latino voting demographic, same-
23 sex marriage, inland coastal and north and south divisions
24 of water policy, he has a variety of issues that he
25 integrates in his schooling that I think are directly

1 relevant to topics that are similar to issues that will be
2 brought up in communities while the Commission goes out
3 and seek suggestions from the community regarding the
4 redistricting. And while he serves as the chair of a
5 General Education Advisory Committee, his strength is
6 building consensus, another strong quality necessary for a
7 Commissioner. So I, too, agree that this candidate should
8 be placed in the tentative pool for consideration.

9 MS. CAMACHO: Thank you.

10 CHAIR SPANO: The candidate I would like to bring
11 forward next is Gregory Freeland, F-r-e-e-l-a-n-d.

12 MR. AHMADI: I am ready.

13 MS. CAMACHO: Just one second, okay?

14 MR. AHMADI: Sure.

15 MS. CAMACHO: I am ready.

16 CHAIR SPANO: Okay. This candidate demonstrates
17 significant qualifications that I believe are applicable
18 for Commissioner. The key strengths of this candidate are
19 that he has experience working with Committees and voter
20 analysis and research. He has studied the effects of
21 city-level districting and has an understanding of the
22 issues of community interest and voter efficacy. He is a
23 published educator, a researcher. He has done extensive
24 analysis and research grants to study the effects of city-
25 level needs for redistricting. I believe this candidate

1 exhibits strong qualifications to move forward for further
2 consideration for interviews.

3 MR. AHMADI: I - go ahead, Mary. I am sorry.

4 MS. CAMACHO: Also, you know, this individual was
5 President of Diversity Council within the California
6 Lutheran University. He has a lot of information and
7 knowledge about diversity within California. I agree, I
8 think he should be included in our tentative list of
9 interviewees.

10 MR. AHMADI: And this individual was next on my
11 pile to introduce for reassessment, so I am glad that you
12 bring him in. I totally agree that he possesses the
13 qualities and the skills that I believe will be very
14 useful for the successful work of the Commission, so,
15 without going into further detail, I just want to thank
16 you for bringing him in.

17 CHAIR SPANO: Okay, great. Mary.

18 MR. AHMADI: Is it my turn now?

19 CHAIR SPANO: Yes, it is.

20 MR. AHMADI: Thank you. I would like to bring up
21 the candidate, Angelo Ancheta.

22 CHAIR SPANO: I am ready.

23 MR. AHMADI: Thank you. So, my overall assessment
24 of the qualifications for Mr. Ancheta has been excellent
25 since the beginning of my review. Mr. Ancheta has very

1 strong qualifications. In addition, he has redistricting
2 experience, which I believe is very valuable. As a lawyer
3 and as a professor, he has a strong background in voting
4 rights laws. He also has experience assisting and working
5 with many communities, including directing a community
6 legal center in Santa Clara. He has also served on the
7 Board of California Rural Legal Assistants. So, when I
8 look back at the experiences and activities that he has
9 been involved, I have no doubt that this will be a
10 valuable addition to the pile of tentative 40 to consider.

11 MS. CAMACHO: I agree with you, Nasir. He has,
12 like you are saying, Board experience, he has diverse
13 contact with various ethnic groups, he was also the
14 representative of, I think in the 1999 redistricting for
15 the Asian Pacific Americans, so he kind of has an idea of
16 the communities of interest that need to be pulled
17 together and the questions that he could be asking, so I
18 think this would be very helpful for a Commissioner.

19 MR. AHMADI: Thank you.

20 CHAIR SPANO: Yeah, I agree, Mary. Just to follow-
21 up with that, I believe that when he did that
22 redistricting in the '90s, he particularly looked, as he
23 described in his application, he looked for Voters Rights
24 violations and he has a strong rural legal rights
25 knowledge and awareness. I believe this candidate

1 exhibits some strengths that I have not seen too often in
2 an Applicant. Again, to kind of add to what has already
3 been said, this gentleman has extensive work with the
4 Election and Voting Rights Act law. He explains how he
5 remains neutral and unbiased across four roles in his
6 professional life as a legal educator, a research scholar,
7 an administrator, manager, and Juris, as well. He has
8 worked as community legal center on statewide coalitions,
9 like Mary and Nasir were mentioning, for immigrant and
10 civil rights. So, I believe that his area of expertise
11 focuses on a rural area, and I believe that is critical in
12 the work of a Commissioner as they travel throughout the
13 state. So I, too, believe that this one should be
14 considered for interviews.

15 MR. AHMADI: Thank you.

16 MS. CAMACHO: The next person I would like to
17 discuss is Charles Afflerbach. Are you ready?

18 CHAIR SPANO: Yes.

19 MR. AHMADI: I am.

20 MS. CAMACHO: Okay. I would like to bring this
21 person in for consideration. He is a professional
22 communicator. He has worked for CNN for many years. He
23 has traveled across California - this is from border to
24 border, performing his job. He has no problem of
25 performing the traveling that is going to be required. He

1 is able to talk to people, elicit information from them,
2 so this is something like a second nature for him, so I
3 feel that he would be very beneficial and to be able to
4 elicit the public to talk to people, or to say their
5 views, to say what they want, and I would really like to
6 have him in the pool.

7 MR. AHMADI: Yes, I agree. Looking back at my
8 notes, I was on the fence on this one. So, the main
9 reason that I say that is that I was a little concerned
10 about analytical skills, but I think that the points that
11 you bring up in terms of ability to connect with people
12 and elicit information from them, and gather information,
13 that is very useful and needed by the Commission. I think
14 that is a great value that this individual will bring in.
15 So, I agree with you and that I will reassess and look
16 back at the details.

17 CHAIR SPANO: I, too, found that the
18 qualifications appeared to be directly relevant to
19 Commission work. This Applicant is unique, he was, like
20 Mary said, he was a news producer at CNN, at different
21 various regions in the State. He has outstanding
22 communication skills, written, verbal, and visual. He has
23 got a good perspective and awareness as a Journalist,
24 which I do not believe we have seen, so far. He can also
25 understand laws and proceedings, and present them in a way

1 that is accessible to a wide audience, so I believe that
2 is going to enhance the Commission's work, also. I
3 believe strongly that this candidate should be put in the
4 tentative pool of 40 for further consideration for
5 interviews.

6 MS. CAMACHO: Thank you.

7 CHAIR SPANO: The next Applicant I would like to
8 move forward for discussion and consideration is Julian
9 Leichty, L-e-i-c-h-t-y.

10 MR. AHMADI: I am ready.

11 CHAIR SPANO: Are you ready, Mary?

12 MS. CAMACHO: Yes, sorry.

13 CHAIR SPANO: That is okay. I would like to bring
14 this candidate forward for further consideration because I
15 believed this candidate appears to be another well-rounded
16 candidate. He is a research assistant, federal education
17 policy and legislation. I believe his strengths are with
18 experience with multi-cultural groups and discussion to
19 arrive at policy-making. He exhibits strong collaboration
20 and bridge-building and is a peacemaker. I believe he is
21 a good communicator. He is experienced at finding common
22 ground within diverse groups, to arrive at consensus.
23 This Applicant also has adequate analytical skills, also
24 in statistical research. He has respectful diversity
25 experience and was able to work cross-culturally. So, I

1 believe this candidate exhibits the strengths needed for
2 Commissioner.

3 MR. AHMADI: I totally agree, Kerri. In fact, this
4 individual was in my pile of Applicants that I was hoping
5 to introduce and have you guys agree. I believe, as you
6 stated, you know, the collective qualities and the skills
7 that this individual will bring will be very useful for
8 the successful Commission work. This individual has
9 volunteer and community involvement-type activities. He
10 demonstrates the skills and, also, when I look at the
11 recommendations, it further supports the abilities of the
12 individual to be successful on the Commission. So thank
13 you for bringing him in.

14 MS. CAMACHO: I agree with you also, Kerri. This
15 Applicant has worked for EdSource, which is an impartial
16 education policy research organization, and he has done
17 this since 2007 as an assistant, so I think that is very
18 pertinent. He also can work with the media, so he knows
19 how to perform public speaking and how to present himself
20 because, as you can tell, it takes a little experience.
21 And I think this would be very beneficial.

22 CHAIR SPANO: Great, great.

23 MR. AHMADI: Madam Chair, is it my turn now?

24 CHAIR SPANO: Yes.

25 MR. AHMADI: Okay, thank you. I would like to

1 introduce Richard Ford - Richard Thompson Ford.

2 MS. CAMACHO: I am ready.

3 CHAIR SPANO: Any time you are ready, Nasir.

4 MR. AHMADI: Thank you. Mr. Ford has been one of
5 my favorite Applicants. He has very strong skills and the
6 overall quality of qualifications impressed me, as well.
7 He is a Stanford Law Professor. He has been involved as a
8 Commissioner back in '97-'98 with the San Francisco
9 Housing Authority, and he has worked with the San
10 Francisco Housing Authority and also the Mayor's Office in
11 that capacity. When I look back at the list of activities
12 that he has provided, some very impressive
13 responsibilities that I have no doubt will be valuable for
14 the successful work of the Commission. So, I would like
15 for you guys to reconsider this Applicant.

16 MS. CAMACHO: I agree. This Applicant, like you
17 were saying, has worked on a commission. He has also
18 received public comments, so that is something that the
19 Commissioners are going to need to do, is to take that
20 public comment, to synthesize that information, and to
21 interpret that. So, he has experience performing that
22 task. So, I would like to put him in the tentative pool.

23 MR. AHMADI: Thank you.

24 CHAIR SPANO: I agree with both of you. As a
25 Stanford Law Professor, this Applicant has experience

1 evaluating reapportionment. He wrote extensively about
2 Constitutional Law, Race Relations, and the Local
3 Government. He studied reapportionment process and
4 understands how important it is for Democracy. He
5 describes and develops great examples for arguing about
6 opposing sides with diverse populations. I believe that
7 this candidate also teaches courses in Government Law and
8 Voting Procedures, and the pros and cons of redistricting.
9 So, I believe this candidate is a strong candidate for
10 further consideration for interviews.

11 MR. AHMADI: One comment that I want to add is
12 just to share with you, there has been one or two family
13 members' information that has not been checked on this
14 application, but I think that is probably an oversight
15 that we can consider, of course. But the qualities
16 outweigh that oversight. So, just to let you know that I
17 noticed that one or two were not complete.

18 CHAIR SPANO: Okay, are you talking about the
19 family information? He did not check the special
20 relationship and whatnot?

21 MR. AHMADI: Correct. But not to - but to mention
22 that the initial response is that this individual has not
23 been involved with any of those activities that would
24 probably cause - so that is my comfort, that it is not
25 going to have a negative impact.

1 MS. CAMACHO: And one thing that Steven Russo did
2 say is that they are going to be checking the family
3 connections when they look at the 120s, so that will be
4 another thing that they will be looking at.

5 MR. AHMADI: Correct. Thank you.

6 MS. CAMACHO: The next person that I would like to
7 put in for consideration is Janet Heinritz-Canterbury.

8 CHAIR SPANO: I am ready now.

9 MR. AHMADI: I am ready.

10 MS. CAMACHO: Okay. This Applicant has been a
11 member of several Boards, so she is very familiar with
12 that process. Also, her academic training has been in
13 Statistics and Research Methods, so I feel those
14 analytical skills will be very helpful to a Commissioner.
15 She has been involved in Community Health Fairs in her
16 area. And she was a member of 14-member group to put on
17 that fair in Southern California. She was also a Civil
18 Rights Activist, I am assuming in the '60s, it does not
19 really kind of tell me the date, but it was in Alabama.
20 So, she has such vast knowledge and she also - her
21 employment was in Social Services, so she was a social
22 worker, she was in-home support services, so she was
23 really out there with the people. So I would like to have
24 her for consideration.

25 MR. AHMADI: So, when I came to this meeting, I

1 had an unfavorable vote for this individual, and the
2 reason was that I was a little concerned about her
3 appreciation for California's diversity, the demographics,
4 and geography, but that is not something that will abstain
5 me from saying, yes, we can put this individual back in
6 the pile and I will be happy to reassess and look back at
7 the details and make sure that I got it correct. So I am
8 okay.

9 MS. CAMACHO: She also came from a large family.
10 She had 18 brothers and sisters, so I am sure they are
11 kind of spread out everywhere, and where she did live was
12 in an area where there was a very diverse group of
13 Californians there, so I think it is kind of shown in her
14 - I cannot remember where within this, but she does live
15 in an area that is predominantly -

16 MR. AHMADI: She currently lives in Los Angeles.

17 MS. CAMACHO: Yeah. She lives in - where is it -
18 but I know that it is predominantly - I think she was
19 saying in here - Hispanics and African-Americans, so she
20 is very familiar with various populations, so in the sense
21 of the diversity and the demographics, I am thinking she
22 is really familiar with that because of where she is
23 living and the social services and the in-home care that
24 she has provided.

25 MR. AHMADI: Yeah, and as I said, I will be happy

1 to look back at the details and spend some time with this
2 one.

3 CHAIR SPANO: Just a few words about this
4 candidate. I agree with both of you and that this
5 candidate has 30 years of working as a community
6 organizer. She worked with home care workers and clients
7 to create a plan to improve in-home supportive services.
8 She has sat on the governing board of disabled and seniors
9 as assistant counsel. Her strengths are providing many
10 examples to support her qualifications. She has got great
11 interviewing skills and gathering and evaluating and
12 soliciting information from people. She also has
13 consulted regularly with experts and research census data
14 for looking at school closure possibilities. I believe
15 this candidate should be considered further in the
16 tentative pool of 40 for interviews.

17 MR. AHMADI: Thank you.

18 CHAIR SPANO: The next candidate that I would like
19 to bring forward for the discussion is Maria Blanco, B-l-
20 a-n-c-o.

21 MR. AHMADI: I am ready.

22 CHAIR SPANO: Are you ready, Mary? Okay. I am
23 bringing this candidate forward because I believe it is a
24 strong candidate that exhibited a lot of strengths
25 applicable to Commission work. This person, she is an

1 Executive Director of the Earl Warren Institute on Race,
2 Ethnicity and Diversity at the University at Berkeley's
3 Law School. She has California redistricting experience
4 in 2000, strong application of the Voters Rights Act and
5 legal requirements for defining communities of interest.
6 Her impartiality response actually discusses working as an
7 attorney and educator and a personal perspective. She has
8 been an attorney working for MALDEF, so she is an
9 educator, also. I believe that she has strong experience
10 applicable for Commission work and she should be
11 considered further.

12 MS. CAMACHO: I agree with you, Kerri. She was
13 definitely on my list. And it is pretty much the reasons
14 that you were saying. She also, in the sense of when you
15 were talking about the redistricting, this redistricting
16 experience was in 2000, so it is pretty - you know, it is
17 the last redistricting that occurred, so I think that
18 would be very beneficial, also. So, I agree with you.

19 MR. AHMADI: I would like to talk in a little more
20 detail on this individual. And these are just my thoughts
21 that I would like to share with you guys. Looking back at
22 all what is said is true, and I agree with that. I would
23 like to draw your attention to the other side of the
24 involvement with the 2000 redistricting process. When I
25 looked back at the impartiality requirement, for example,

1 at least that was the reason why I initially had an
2 unfavorable vote, not to discredit, or not to see that as
3 a potential problem, this individual is great, with a lot
4 of experience, a lot of qualities, but when I looked back
5 at the level of involvement with the previous
6 redistricting process, it raised a little concern in my
7 mind about what would possibly be the implications in
8 terms of impartiality. When I look back at the
9 individual's response to the impartiality requirement,
10 there was one little part that made me pause a little bit
11 and think about what is the message there, and I am just
12 going to point that to you so that you can look back at
13 that statement and I will look back, as well. So I am
14 mentioning this not to disagree, to put this individual
15 back, but just to share my thoughts on this one. When the
16 individual says on more than one occasion, "As a member of
17 a legal team, I have been unwilling to go along with a
18 certain strategy or a request for a particular remedy in a
19 lawsuit," and it goes on and on with more detail. So,
20 maybe I should take a look back at that, within what
21 context that statement is provided, and how I interpreted
22 that. Other than that, you know, I agree that the skills
23 and experiences will be valuable for the work of the
24 Commission. If it is the only reason that, again, I had
25 an unfavorable vote was for impartiality and how it is

1 going to be perceived by the public.

2 CHAIR SPANO: Okay. I am reading the area in her
3 response that you are talking about right now, and it says
4 that she was unwilling to go with a certain strategy, she
5 felt that she had a minority voice on the team, but she
6 goes on to explain that she just had a different point of
7 view and reasons for it, and she tried to bring others
8 along to explain her viewpoint in a reasoned way. So, it
9 did not draw my attention or cause any concern, but I am
10 hearing what you are saying, Nasir.

11 MR. AHMADI: Thank you.

12 MS. CAMACHO: And that is the same. When I sat
13 there and I read this, it was more of, she is not afraid
14 to voice what she thinks. However, that is kind of what I
15 took from it, but I will definitely take a look at it
16 again.

17 MR. AHMADI: Thank you. I would like to introduce
18 the next Applicant in my pile, Gregory Beyrer, I hope I
19 can pronounce the name correctly, B-e-y-r-e-r.

20 CHAIR SPANO: I am ready.

21 MR. AHMADI: Thank you. My rating or the
22 assessment of the qualifications for Mr. Beyrer has been
23 excellent. Excellent writing quality, and he is an
24 educator, he has strong communication skills, and I
25 believe he also has the diversity in the pool. When I

1 look back at the examples that he described as a response
2 to the essay questions, one more time, I looked that he
3 has provided sufficient detail to convince me that he
4 meets the qualifications. When I put all the collective
5 qualities together, I am very comfortable for us to
6 reassess the qualifications of this individual for being
7 placed on the potential 40.

8 CHAIR SPANO: Mary, shall I go?

9 MS. CAMACHO: Go ahead.

10 CHAIR SPANO: I agree with Nasir on this
11 candidate. I believe he is an education consultant,
12 distance education coordinator for community college, he
13 re-wrote technical data to make it usable, he seems to
14 understand the geographical political preferences of
15 individuals in the state. He has some committee
16 experience work, and he has in his job helped the
17 statewide technology programs increase awareness in the
18 services that they offer. So, I believe this candidate, I
19 would agree, should go in the tentative pool of 40.

20 MR. AHMADI: Thank you.

21 MS. CAMACHO: I am willing to put him on the list
22 of tentative applicants. I see that he has a strong
23 understanding of California geography, that is what his
24 dissertation was, so he would be beneficial in that
25 respect.

1 MR. AHMADI: Thank you, Mary.

2 MS. CAMACHO: The next person I would like to
3 discuss is Gracie Madrid.

4 MR. AHMADI: I am ready.

5 CHAIR SPANO: I am ready, Mary.

6 MS. CAMACHO: This is an individual that I have
7 brought along, or I am sure other people have, too. I
8 just thought her ability to go out as a teacher to the
9 community and find out how to bring her students in, this
10 is tremendous. This was in the '70s and she went out to
11 the African American community where she is a Latina, so I
12 thought that was just tremendous where it showed a
13 compassion and a willingness to see past anything and
14 looking for more the betterment of her students. She has
15 been on many - the San Joaquin County Civil Service
16 Commission, so she has had Board experience. She has been
17 in Grand Jury service, so she had to kind of show
18 impartiality and work in a group because you have members
19 there that have to produce reports, have consensus, so she
20 has that knowledge. She has worked on various other
21 volunteer organizations, also. So, I would like to put
22 her in for consideration.

23 CHAIR SPANO: I agree with you, Mary. I remember
24 discussing this candidate at one of our other meetings.
25 And in addition to being a teacher and having moved to

1 California, I believe to Stockton in 1968, she also rose
2 to the level of an elementary school principal where she
3 served for 35 years in that position. She also received a
4 doctoral degree at the age of 50. This woman is driven.
5 She is persistent in getting to understand her student
6 population and the needs to serve and understand better.
7 I believe that is a great skill for listening to
8 communities of interest. She is also very open-minded and
9 she can look through the eyes of another person. She has
10 got great experience dealing with creating an ethnically
11 balanced school district after desegregation. I was very
12 impressed with that. And, as you mentioned, she served on
13 the San Joaquin County Civil Service Commission, which
14 gave her good experience in gathering information from
15 testimony and regarding employee discipline cases, lists
16 great listening, again, asking pertinent questions,
17 determining fact from fiction, and has lots of group work.
18 So I believe this is a strong candidate to consider.

19 MR. AHMADI: Thank you so much. As I stated, I
20 believe we discussed the details of this application at
21 one of our meetings when we had the example of cases to
22 share with the public. My position has not changed and
23 that was the main reason why I said unfavorable for this
24 one; however, my concern was just minimal and those
25 concerns were, 1) the description of her knowledge and

1 appreciation for California's diverse demographic and
2 geography was a little narrow, at least in my judgment
3 when I compared to the rest of the applicant pool. In
4 addition, no doubt that she is a very successful teaching
5 professional and in the process of managing that
6 responsibility for that profession, I am sure that she is
7 very knowledgeable in certain areas. One thing, kind of
8 like the second aspect of my minor concern, was about
9 analytical skills beyond what the teaching profession
10 requires. So, I would like for you guys to, when we
11 reassess the application for this individual, to consider
12 that as a focus point. Other than that, I agree that this
13 individual has certain qualities that will make the
14 Commission work successful.

15 CHAIR SPANO: Thank you. The next candidate I
16 would like to bring forward is Fay Mason, M-a-s-o-n.

17 MR. AHMADI: I am ready.

18 CHAIR SPANO: I believe this candidate seems to
19 exhibit strengths in many areas. She is a retired school
20 district superintendent and self-employed management and
21 business consultant in the Inland Empire area. She has
22 lots of boards and commission work, and worked as an EEO
23 and Affirmative Action Officer at public agencies. She
24 has all around abilities and strengths, she was chosen as
25 a potential mediator by a neighboring school district and

1 union, she works towards consensus with other students in
2 doctoral programs. She wrote affirmative action plans for
3 public agencies and taught EEO. And she also has adequate
4 analytical skills. She has got strong professional
5 experience using statistical analysis during education.
6 So she, with her committee experience, she also has
7 experience compiling facts and disseminating information.
8 She, I believe, is a strong candidate to be considered to
9 be placed in the tentative pool of 40 for further
10 consideration.

11 MR. AHMADI: I agree, Kerri. This individual was
12 one of those that I wanted to introduce for reassessment,
13 and I thank you for bringing her in. Not only does this
14 individual possess all the skills and qualifications, but
15 in terms of diversity, she is from Inland Empire and I
16 believe that will be a good contribution to diversity, so
17 I totally agree.

18 CHAIR SPANO: Great.

19 MS. CAMACHO: I agree with you. I think she
20 should definitely be on the tentative list to interview.
21 The responsibilities of her job, she had to be active in
22 boards and commissions, and in her assignments in the
23 school district, she reported matters for district
24 trustees actions, information in Brown Act, openness, so
25 she is familiar with all the requirements that most likely

1 or that will be on the Commissioner. So I think she would
2 be a good candidate for the tentative list.

3 CHAIR SPANO: Great, great.

4 MR. AHMADI: I would like to introduce John
5 Saavedra, S-a-a-v-e-d-r-a. Ready?

6 CHAIR SPANO: Yes.

7 MR. AHMADI: Thank you. John Saavedra, in my
8 judgment, has excellent qualifications. He has had 32
9 years of a successful career with the same agency helping
10 the mentally ill as part of the clinical, social worker
11 service, with Orange County. He is bilingual, that
12 contributes to diversity, and his educational activities
13 impressed me. I believe that he will be a good addition
14 to the Commission, so I would like to have you guys
15 reassess this individual for consideration, please.

16 CHAIR SPANO: I agree with you, Nasir, also. He
17 has got 35 years of conflict resolution experience, he has
18 worked closely with lawyers, so I believe that is
19 beneficial for Commissioners to be able to interpret legal
20 requirements, such as they make decisions in Drawing the
21 Lines. He also serve two years in the Army, he is a
22 Vietnam Vet. He, I believe, has some board experience and
23 meeting experience. But, I believe his current job is in
24 mental health, also. This candidate, I believe, has
25 enough qualifications to be considered for the tentative

1 pool of 40.

2 MR. AHMADI: Yes, his current job is working with
3 mentally ill inmates.

4 MS. CAMACHO: I think that we should put him on
5 the tentative list. He also deals with coming to
6 resolutions, so this is the consensus building that
7 definitely is going to need to be worked through as a
8 Commissioner, so he understands the conflicts and seeking
9 resolution within those. So, I agree that we should put
10 him on the tentative list.

11 MR. AHMADI: Thank you.

12 MS. CAMACHO: Do you mind if maybe we take a 10-
13 minute break?

14 CHAIR SPANO: Sure.

15 MR. AHMADI: I think that is a good idea.

16 CHAIR SPANO: Why don't we take a break and
17 reconvene around 10:45?

18 MS. RAMIREZ-RIDGEWAY: What time is it?

19 CHAIR SPANO: 10:30.

20 MS. RAMIREZ-RIDGEWAY: Thank you.

21 MR. AHMADI: That was 10:45?

22 CHAIR SPANO: 10:45.

23 (Off the record at 10:30 a.m.)

24 (Back on the record at 10:50 a.m.)

25 CHAIR SPANO: Okay, we are back on the record.

1 It is 10:50 a.m. I believe, Mary, were you next? Right.

2 MS. CAMACHO: I would like to discuss Elaine
3 Kuo, K-u-o.

4 MR. AHMADI: Madam Chair, if I can make a
5 comment real quick, just to clarify about some of the
6 comments that I made earlier when we were discussing the
7 Applicants, I believe a couple of times I referred to
8 diversity and what I meant was regional diversity, so I
9 just wanted to make sure that was clear.

10 CHAIR SPANO: Oh, okay. Thank you.

11 MR. AHMADI: Thanks. And I am ready to discuss
12 this one.

13 CHAIR SPANO: Okay.

14 MS. CAMACHO: This Applicant, when I was looking
15 through her application, I think she would be very well-
16 suited. She also brings some different perspectives. She
17 is a Senior Research Analyst at UCLA, and what she had to
18 do is she had to take a break within her work history to
19 help out with family, so elder care, so I thought that was
20 very commendable, that was a commitment to something that
21 she cared deeply about. Also, she has served on
22 University Committees about valuations and assessment
23 committees, so I think those would be very beneficial
24 qualities that could be brought to the Commission.

25 MR. AHMADI: I agree, Mary. I was on the fence

1 on this one, and I would be happy to take a second look at
2 the details and I agree that we should put her back in the
3 pile.

4 CHAIR SPANO: I was impressed by this
5 candidate's qualifications, also, Mary. This candidate
6 has good consensus building in her professional
7 experience. Her experience includes efforts to recruit
8 the underserved to higher education. The overall
9 candidate demonstrates good group skills relative to
10 educational research and a robust understanding and
11 appreciation for diversity. Her professional experience
12 also includes efforts to recruit the underserved to higher
13 education. So, I believe this candidate is qualified and
14 should be moved to the tentative pool of 40.

15 MS. CAMACHO: Thank you.

16 CHAIR SPANO: The next candidate I would like to
17 bring forward for discussion is Candidate Janith Norman,
18 N-o-r-m-a-n.

19 MR. AHMADI: I am ready.

20 CHAIR SPANO: Are you ready, Mary? Great. I
21 believe this is an interesting candidate with unique
22 background skills applicable for Commission work. She
23 currently serves on the Rio Vista City Council and is a
24 Community College Business Professor. She has a very
25 strong diversity response. She has a good grasp of

1 communities of interest in terms of geographical and
2 demographic differences and political preferences. She is
3 a great candidate that focuses on high level description
4 of exercise impartiality. This candidate, I believe, is a
5 strong candidate to be considered further.

6 MS. CAMACHO: I agree with you. She was one of
7 the ones I was going to bring up, also, so this is great.
8 What I liked about her is, in addition to what you were
9 saying, she also is a member of numerous Boards such as
10 Solano Economic Development Board, Yolo/Solano Air Quality
11 Management, City of Rio Vista Investment Community, these
12 are just to name a few. So, I think that she would bring
13 great qualities to the Commission. So, I agree with you,
14 I think she should be put on the Tentative Order List.

15 MR. AHMADI: And I agree with both of you, this
16 was another individual I wanted to introduce, so I am glad
17 that you brought her back in. So, I agree.

18 CHAIR SPANO: Great. I should mention that,
19 while she was at the community college as a business
20 professor, she taught Business Ethics and Diversity, which
21 are directly relevant qualifications. Thank you.

22 MR. AHMADI: Are we ready?

23 CHAIR SPANO: Yes.

24 MR. AHMADI: I would like to bring for
25 reconsideration Applicant Sandra Bressler, B-r-e-s-s-l-e-

1 r.

2 CHAIR SPANO: Okay.

3 MR. AHMADI: Thank you. My assessment of
4 qualifications for this Applicant has been excellent. She
5 is, in my judgment, a very strong Applicant. I believe,
6 from her experiences, knowledge and skills, she brings
7 value to the successful work of the Commission. She has
8 policy experience and she also has experience in the
9 private sector. So, in terms of activities, she has been
10 involved, and that impressed me, as well, so I would like
11 for the Panel to reconsider this individual tentatively to
12 be placed back on the pile of 40.

13 CHAIR SPANO: I am willing to place her in that
14 pool. This candidate appears to exhibit unique public
15 statewide health experience. She was a vice president in
16 regulatory policy for the California Medical Association.
17 She has conducted a survey research for the U.C. Office of
18 the President. She has relevant experience in delivering
19 health care to non-English speaking people. I believe
20 that this candidate's awareness for that serves well for
21 Commission work. Mary.

22 MS. CAMACHO: My initial reservation about this
23 Applicant was, I saw a brief general statement about
24 community involvement and she did have some board
25 experience, but after listening to what you are saying, I

1 am willing to reconsider her.

2 MR. AHMADI: Thank you, Mary.

3 MS. CAMACHO: The next person I would like to

4 discuss is Vito Imbasciani - Imbasciani.

5 MR. AHMADI: I am ready.

6 MS. CAMACHO: Just one second.

7 CHAIR SPANO: Okay, Mary.

8 MS. CAMACHO: Okay. This individual has such

9 vast experience and would bring a unique background to the

10 Commission. He has been on a number of boards, including

11 the President of California Urological Association, a

12 member of Board of L.A. County Medical Association. He

13 has a knowledge that would really kind of help out in the

14 sense of the redistricting with those various board

15 experiences. He is also, I think, a state surgeon of the

16 California Army National Guard. He is also a practicing

17 Surgeon with Southern California Permanente Medical Group.

18 He has been assigned to treat wounded prisoners of war in

19 both the Persian Gulf and Iraqi Wars, so he has been out

20 there, he understands our veterans and what they are going

21 through. Also, he and his partner have adopted two

22 Mexican American boys and brought them into their family,

23 so he kind of brings a different quality and he was a

24 Fulbright Fellow - oh, and he knows seven languages - he

25 speaks seven languages. So that kind of also would be

1 beneficial to the Commission.

2 CHAIR SPANO: I agree with you, Mary. I know
3 when he was a medical doctor when he was in battle, he
4 would be treating all these patients the same, even during
5 battle, so it tells me he is highly impartial. His seven
6 languages - then I am going to follow-up with that - he
7 assisted during his medical treatment of these
8 individuals, I found that very impressive. He has very
9 good mapping skills, also. He was involved with a
10 demographic study for healthcare purposes, so I believe
11 that this candidate exhibits qualities that make him a
12 good candidate for further consideration for interviews.

13 MR. AHMADI: Thank you. And I thank you for
14 introducing this individual because he was also on my list
15 of Applicants that I think we should reconsider. This
16 individual, I agree with everything you said, possesses
17 strong analytical, excellent qualities that will be
18 successful and needed by the Commission. Just one
19 additional comment about his community service and all
20 that, I was really impressed by the fact that he
21 volunteered in the post-911 National Guard, you know,
22 work. And that was very valuable and I am glad that you
23 are bringing him back in. So, thank you.

24 CHAIR SPANO: The next candidate I would like to
25 bring forth for further discussion is Martha Jimenez. H-

1 i-m-e-n-e-z [sic].

2 MS. RAMIREZ-RIDGEWAY: You mean - is it J-i-m?

3 CHAIR SPANO: Jiminez, right.

4 MS. RAMIREZ-RIDGEWAY: Right.

5 CHAIR SPANO: Nasir -

6 MR. AHMADI: I am ready, sorry.

7 CHAIR SPANO: That is okay. This candidate is
8 an attorney and legislative deputy for the L.A. County
9 Supervisor. She has extensive work in Civil Rights across
10 demographics, public boards and commissions. She seems
11 qualified with a good legal and desire and understanding
12 that may offer diversity. She has a great understanding
13 of communities of interest. I believe she exhibits a lot
14 of qualities that would benefit Commission work. In her
15 activities, she lists a lot of - I guess in her
16 analytical, she lists a lot of activities from her legal
17 background and federal legislation program and analysis, a
18 grant maker, so she obviously can write and she has a
19 strong legal background. And many of her organizations
20 involve a cross section of interests, so I believe this is
21 a good candidate for consideration.

22 MS. CAMACHO: I agree with you, Kerri. I was
23 impressed with, like you were saying, her activism. She
24 volunteered to assist mining families in the Appalachian
25 struggle with the after-effects of strip mining and job

1 loss, so she was out there working with the individuals.
2 She was on the various boards that you mentioned. She was
3 a board member of the National Center for Lesbian Rights,
4 Women Vision, Lesbian Health and Research Center. She has
5 also been on a multi-cultural organization such as the
6 California Civil Rights Coalition, and her analytical
7 skills, as you were saying, are very strong, so I would
8 like to put her on the tentative list for interviewing
9 also.

10 MR. AHMADI: And I also agree with both of you
11 in terms of qualifications and abilities and experience,
12 and the values that she will bring to the successful work
13 of the Commission. Again, just to share with you the
14 minimum concerns that I had on this one was about the
15 impartiality and maybe - and I will be happy to reassess
16 and go back to the details, but also just to share with
17 you that my concern was not serious, it was just about my
18 interpretation of some of the statements in impartiality,
19 so I will be happy to look at that again. I believe it is
20 my turn now?

21 CHAIR SPANO: Yes.

22 MR. AHMADI: Thank you. I would like to
23 introduce Kathryn Black to be considered.

24 CHAIR SPANO: I am reading it.

25 MR. AHMADI: Thank you. I believe this

1 Applicant possesses the requisite skills and abilities to
2 be successful on the Commission. She brings a unique set
3 of values. She is very informed and passionate about the
4 redistricting. And she sustained community involvement.
5 She is involved with horse breeding and land trusts and,
6 in my judgment, I think this will be a valuable
7 contribution to the Commission, as a whole. So I would
8 like to introduce her to be reconsidered, please.

9 CHAIR SPANO: I have to agree with you, Nasir.
10 I believe this candidate should be considered for
11 interviews. She is a teacher, like you said, bred horses
12 in Tulare, she has got great experience with public
13 boards, 12 years or more with the school district and
14 others. She is able to work with diverse groups,
15 impartially. She is a peacemaker, she is a bridge
16 builder, a people person, she is even-handed and fair.
17 She is from a small community in the Foothills. She will
18 be able to focus on the issues and get people to come
19 together for a specific purpose. She is a good
20 communicator. She is able to find common ground with
21 diverse groups to arrive at consensus. I believe that in
22 her diversity response, she understands the difficulty of
23 Tulare Hispanics to vote and register as she has seen
24 change towards better political representation.

25 MR. AHMADI: Thank you, Kerri.

1 MS. CAMACHO: I also agree that she would bring
2 a different perspective to the Commission. She
3 understands that, to talk to people, that you only have a
4 limited amount of time to bring them in to catch their
5 interest, so she understands she has that communication
6 ability, and I think that would be very beneficial. She
7 also has various board experiences and she has worked with
8 basketball teams, tutor, and participation in the Native
9 American events, so I think that would be very beneficial
10 to put her on the tentative list.

11 MR. AHMADI: Thank you.

12 MS. CAMACHO: The next person I would like to
13 discuss is Jeanne Raya, R-a-y-a.

14 MS. RAMIREZ-RIDGEWAY: I think maybe Jean [ph.]
15 spelled J-e-a-n-n-e.

16 MS. CAMACHO: Jeanne?

17 MS. RAMIREZ-RIDGEWAY: Uh huh.

18 MS. CAMACHO: Ready?

19 MR. AHMADI: I am ready, Mary.

20 MS. CAMACHO: This individual has many
21 experiences. She understands the need for fair
22 redistricting. She acknowledges that everyone has strong
23 views and assumptions, but you have to also listen to
24 people and to understand, so she is exhibiting that she
25 has listening capabilities and able to communicate with

1 people effectively. She understands that it is important
2 to have consensus. She has committee experience. She has
3 served as a member of the Committee of Bar Examiners for
4 the California State Bar. She has also had to participate
5 in assessing the reliability of the Bar Exams, so her
6 analytical skills of assessing was shown with that. Also,
7 she communicates well through writing. Her written
8 package was very well written, easy to follow. She was a
9 poll monitor, so, I mean, I could go on and on, but those
10 are what I really saw as some of the strengths that I just
11 wanted to bring to your attention.

12 MR. AHMADI: Thank you, Mary. I agree with you
13 in terms of, you know, my assessment of qualifications. I
14 believe that she strongly demonstrated with specific
15 examples that she is able to do the job. She has studied
16 employment in her current position as agency principal
17 with an insurance agency. She has been involved with
18 marketing and sales of commercial insurance, risk
19 management consulting, hiring personnel, which I believe
20 is very useful and valuable for the Commission work,
21 training and performance evaluation of personnel, and she
22 has also been managing the excellent relationships for the
23 company. So, I believe - I do agree with you that there
24 are certain value sets that she brings in, and I will be
25 happy to reassess the details.

1 MS. SPANO: I agree with both of you. I believe
2 this candidate should be considered for interviews. She
3 has experience working with diverse stakeholders to come
4 to consensus. She has experience on Commission with Bar
5 Examiners, Chamber of Commerce, as well, like you said, a
6 private business. She was a poll monitor, like I believe
7 you mentioned, in 2008 in Nevada. She has traveled the
8 state, collaborating with other groups to advocate for
9 diversity in law schools in her profession. She is an
10 insurance broker and she calculates and compiles
11 information, she does statistical and math on a regular
12 basis to analyze bar exam and community settings. She has
13 extensive Board and Commission experience, and like you
14 said, has a strong understanding of the Commission work.
15 She is very active in her professional and community
16 organizations, a cross section of them, and often in
17 leadership roles. So I believe that this candidate should
18 be considered.

19 CHAIR SPANO: The next candidate I would like to
20 bring forward is Daniel Walker.

21 MR. AHMADI: I am ready.

22 MS. CAMACHO: Yes.

23 CHAIR SPANO: I believe this candidate exhibits
24 many strengths. This candidate is a U.C. Riverside
25 Lecturer on Ethics Studies, he is a researcher and

1 consultant engaging in a lot of gathering and
2 understanding for Social Science and Community AIDS
3 projects. He serves as a Research Assistant for a group
4 seeking to build bridges, featuring the African-American
5 and Latino communities in the Inland Empire. His letters
6 of recommendation also support from the students that he
7 enjoys a sense of humor and humanity of this Applicant.
8 His strength in his participation and projects to bridge
9 across cultures for youth, I thought, was very important.

10 MS. CAMACHO: I agree with you, Kerri. It was
11 kind of hilarious because Bob and I were talking about
12 individuals and this was our next person, so thank you for
13 bringing him up. I agree with you, I would really like to
14 interview this individual. He has been a public speaker,
15 that is going to be very helpful because I do not care
16 about public speaking and if people like to do that,
17 wonderful, this would, being a Commissioner, this would be
18 good for them because you definitely will have to do a lot
19 of public speaking. Also, his writing was clear and
20 concise, I was able to follow it really well. He answered
21 the diversity question remarkably. I was also impressed
22 with that bridging between the Latinos and the African-
23 Americans. So, yes, I would like to put him in our
24 tentative pool.

25 MR. AHMADI: I also agree that we can move this

1 individual back in the pool, so I can reassess the
2 details. And I agree with your statements about the
3 qualifications and skills, so I will be happy to take a
4 look again at the details.

5 CHAIR SPANO: Great. I know you mentioned you
6 found his diversity response particularly strong, Mary,
7 and I want to add that he did focus on increasing the
8 political power of diverse ethnicities, I found that very
9 important.

10 MR. AHMADI: Yes.

11 CHAIR SPANO: Thank you.

12 MS. CAMACHO: Do you mind if we just kind of
13 have Counsel read off who she has on her list? That would
14 really help me out.

15 MR. AHMADI: That is a good idea.

16 MS. RAMIREZ-RIDGEWAY: Would you like me to just
17 list the folks who you have added in so far today?

18 MS. CAMACHO: Yes, that is fine.

19 MS. RAMIREZ-RIDGEWAY: I will not include
20 Applicant I.D. numbers now, unless you need me to.

21 MS. CAMACHO: No, I do not need them.

22 MS. RAMIREZ-RIDGEWAY: John Gamboa, Charles
23 Turner, Gregory Freeland, Angelo Ancheta, Charles
24 Afflerbach, Julian Leichty, Richard Thompson Ford, Janet
25 Heinritz-Canterbury, Maria Blanco, Gregory Beyrer, Gracie

1 Madrid, Fay Mason, John Saavedra, Elaine Kuo, Janith
2 Norman, Sandra Bressler, Vito Imbasciani, Martha Jimenez,
3 Kathryn Black, Jeanne Raya, and Daniel Walker.

4 MS. CAMACHO: Thank you.

5 MR. AHMADI: Thanks.

6 MS. RAMIREZ-RIDGEWAY: I should add, in case you
7 are counting it, that is 38 individuals, total.

8 MS. CAMACHO: Yes.

9 MR. AHMADI: Thank you. Madam Chair, is it my
10 turn now?

11 CHAIR SPANO: Yes, it is.

12 MR. AHMADI: Thank you. I would like to
13 introduce Applicant Brightstar Ohlson. Ready?

14 MS. CAMACHO: Yes.

15 MR. AMADI: Thank you. I believe Ms. Ohlson
16 brings certain sets of qualities and relevant experiences
17 that will be successful and useful for the Commission's
18 work, that will add to the successful work of the
19 Commission. She has in her current responsibility, she is
20 the facilitator of community input and public comments for
21 planning projects. She has developed qualitative and
22 quantitative data collection protocols, which I believe is
23 a very valuable set of experiences that can help the
24 Commission in discharging its responsibility. She has
25 also analyzed data from public data sources and archival

1 systems. In addition, she has GIS experience, which is
2 the mapping. So, I would like for the panel to please
3 reconsider this individual to be placed back to the pile
4 of 40, tentative for interview.

5 CHAIR SPANO: I agree with you, Nasir. This
6 candidate, I believe, what I noticed about this candidate
7 is she is good at following criteria and group agreed
8 values, rather than pushing her own agenda. Her primary
9 experience is in public government and academic research
10 consulting. She has got five years in cross cultural
11 research as an interviewer in statistics. She is a
12 researcher experienced in soliciting and evaluating public
13 input. I believe that this candidate, I agree with you,
14 should be considered for the tentative pool of 40.

15 MS. CAMACHO: I agree with both of you. This
16 Applicant understands the processes that are going to be
17 necessary for receiving public comment and how to decipher
18 those. Also, presenting results to the public, so she is
19 familiar with that. She is bilingual, so she has had to
20 interpret or - I thought she put down somewhere that she
21 was - oh, there it is, maternal caregivers where she
22 interviewed for a study on maternal caregivers where she
23 helped with translation - thank you. I think with her
24 skills and abilities, I think she would be beneficial to
25 interview and put on the tentative list.

1 MR. AHMADI: Thanks.

2 MS. CAMACHO: The next person I would like to
3 discuss is Ira Lowry.

4 CHAIR SPANO: I am ready, Mary.

5 MR. AHMADI: I am ready.

6 MS. CAMACHO: Okay. This individual has many
7 skills and abilities for the Commission. I am just going
8 blank here, I am trying to read my assistant's writing, so
9 sometimes - he has been a member of the Rand Corporation,
10 Senior Staff for 20 years. This was followed by services
11 as an independent consultant in 2003 when he retired. He
12 is educated in the census concepts and field methods used
13 on the Commission and has very strong mathematical skills.
14 This is one of the discussions or the training that we
15 had, at first, was to have some individuals - no, everyone
16 on the Commission does not have to have strong skills in
17 mathematics, however, they said it would be helpful if
18 some individuals did, and I think this one individual
19 would provide that, also, to the Commission. So he has
20 various skills and abilities, and this is just one of
21 them.

22 CHAIR SPANO: I agree with you, Mary. I found
23 this candidate's qualifications impressive. I believe the
24 strength he exhibited in his response was that he served
25 on the Census Bureau's Advisory Committee on population

1 statistics in the '70s. He has also analyzed '80s and
2 '90s Census data and wrote reports on that. He
3 understands the nature and limits of redistricting data.
4 His other relevant qualities were, he has gained those
5 from his experience in employment at the Rand Corporation,
6 also that applies to work on the Commission, so I agree
7 with you, Mary, I think he should be considered with the
8 40 to be interviewed.

9 MR. AHMADI: I agree that this individual
10 possesses excellent set of skills that meets the
11 requirements, of course. And he is an economic expert,
12 excellent understanding of redistricting process and
13 requirements. The only minor concern that I had which was
14 the reason why I did not have a favorable vote for this
15 individual was, in my interpretation of the financial
16 contributions to several entities that all added up, in my
17 judgment, a significant amount, it caused me a little
18 concern, but I will take a second look at the details of
19 the application. And I will be happy to do that, so I
20 agree with you guys.

21 MS. CAMACHO: Okay. I - from my calculation, I
22 see that we are at 40 --

23 CHAIR SPANO: I have that also.

24 MS. CAMACHO: -- individuals on our list of
25 tentative applicants to interview. I just wanted to make

1 that statement, so -

2 MR. AHMADI: Yes, I have 40.

3 CHAIR SPANO: Did you want to go back and look
4 at your 40? Do you feel we should add more to the pool at
5 this time? Or, are you satisfied?

6 MR. AHMADI: I would like to add at least one
7 more Applicant for consideration.

8 CHAIR SPANO: I am going to be thinking about a
9 few also. If you have one in mind, I know as you sit here
10 today, I do not want to put you on the spot, but if you
11 have anybody, just let me know, since Nasir has offered to
12 move forward a candidate for discussion, I will have him
13 go ahead.

14 MR. AHMADI: Thank you so much. I would like to
15 bring Melissa Bottrell, B-o-t-t-r-e-l-l.

16 CHAIR SPANO: I am ready, Nasir.

17 MR. AHMADI: Thank you. In my judgment, this
18 individual possesses the requisite skills and she
19 demonstrates an ability to be successful on the
20 Commission. Just to give you an example, in her current
21 responsibility, this individual directs Ethics Program in
22 129 hospitals, and she is involved with the strategic
23 planning in the Office of Ethics Issues, and she also
24 conducts Quantitative Surveys and Qualitative Studies,
25 which are interviews, focus groups. She gathers - she is

1 responsible for gathering data from program stakeholders
2 and to negotiate with them, so, just to give a few
3 examples. I believe that she will be successful for the
4 Commission's work with all abilities and skills that she
5 possesses. So I would like for the Panel to please
6 reconsider this Applicant.

7 CHAIR SPANO: I agree, Nasir. I found this
8 candidate appears to exhibit strengths as a researcher in
9 the Health Care Ethics field and she directs Ethics
10 Programs for, like you said, 129 VA hospitals. She
11 provides strong and relevant examples to support her role
12 in that field that are directly relevant to do Commission
13 work. She demonstrates the roles and responsibilities of
14 the Commission adequately. She has strong statistical
15 background, analyzing reports. She is also a bridge
16 builder, so she is a great communicator and finds common
17 ground with diverse groups to arrive at consensus. And
18 she has experience with mitigating difficult issues and
19 values across diverse groups to reach, like I said,
20 consensus. She understands the personal role of politics
21 and small business needs in communities. I believe that
22 this candidate is good for consideration for an interview.

23 MR. AHMADI: Thank you.

24 MS. CAMACHO: I agree also. She brings a
25 perspective, like Kerri was saying, about the Veterans

1 Administration. She also understands the analysis that is
2 involved to ensure that federal regulations, or just
3 regulations, are followed, laws and regulations. So that
4 is somebody that would be beneficial because, you know,
5 that is a major part of this. There is the Voting Rights
6 Act, the Voters First Act, these are all laws and
7 regulations that will have to be followed. She
8 understands that and she knows how to interpret that. So,
9 I agree, we should include her on the list of tentative
10 Applicants.

11 MR. AHMADI: Thank you.

12 CHAIR SPANO: Well, that brings us to 41 right
13 now in the pool. Can you consider maybe taking a recess
14 to revisit this pool? And maybe let's go over the names
15 again just to confirm before we take public comment. And,
16 Nasir, how do you feel?

17 MR. AHMADI: I agree.

18 MS. CAMACHO: I agree with you.

19 MS. RAMIREZ-RIDGEWAY: Madam Chair, would you
20 like me to list every one of the 41 individuals? Or just
21 those you have added.

22 CHAIR SPANO: Just the ones we have added today,
23 please.

24 MS. RAMIREZ-RIDGEWAY: Okay. John Gamboa,
25 Charles Turner, Gregory Freeland, Angelo Ancheta, Charles

1 Afflerbach, Julian Leichty, Richard Thompson Ford, Janet
2 Heinritz-Canterbury, Maria Blanco, Gregory Beyrer, Gracie
3 Madrid, Fay Mason, John Saavedra, Elaine Kuo, Janith
4 Norman, Sandra Bressler, Vito Imbasciani, Martha Jimenez,
5 Kathryn Black, Jeanne Raya, and Daniel Walker, Brightstar
6 Ohlson, Ira Lowry, and Melissa Bottrell.

7 MR. AHMADI: Thank you.

8 CHAIR SPANO: Thank you. You know, now that we
9 have got that list confirmed by counsel, should we take
10 public comment before we go back in to discuss this
11 further?

12 MR. AHMADI: I think that is a good idea.

13 CHAIR SPANO: Okay, would any members of the
14 public like to speak about this pool at this time? Seeing
15 no further public comment, it looks like it is 11:44 right
16 now. Did you want to consider taking an hour to hour and
17 a half break, maybe to include lunch, as we mull this pool
18 over further?

19 MS. CAMACHO: I think an hour and a half would
20 be good to be able to take a look at this list and then we
21 can come back and discuss if we need to.

22 MR. AHMADI: Sure, I agree.

23 CHAIR SPANO: Okay, so it is 11:44 right now,
24 should we reconvene at 1:15? Let's do that, at 1:15, we
25 will reconvene.

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(Off the record at 11:45 a.m.)

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1 **AFTERNOON SESSION**

2 1:17 P.M.

3 CHAIR SPANO: Let's see, it's 1:17, we're back
4 on the record.

5 Mary and Nasir, have you had a chance to look at
6 the 41?

7 MR. AHMADI: Yes, I have.

8 CHAIR SPANO: Okay.

9 MS. CAMACHO: I have, also.

10 CHAIR SPANO: And I did, too. And it's pretty
11 balanced to me, especially with the skills, and abilities
12 and qualifications that this pool has to offer.

13 I think we have good representation in a lot of
14 the regions, also, and as well in the economic area.

15 How did you both feel?

16 MR. AHMADI: Yeah, I agree that I think at this
17 point you may want to -- or we may want to decide to look
18 into if we have to make a decision to take somebody out of
19 this list, who that might be.

20 CHAIR SPANO: Uh-hum.

21 MR. AHMADI: And then if we have to add more
22 applicants to the pool, I'm open to that.

23 CHAIR SPANO: Okay.

24 MR. AHMADI: Not that I have anybody at this
25 point in time, but it depends on who do we take out.

1 CHAIR SPANO: Okay.

2 Mary, how did you feel?

3 MS. CAMACHO: I feel good about the 41. I don't

4 have, at this time, any additional applicants to include

5 in the pool.

6 CHAIR SPANO: I didn't, either. And now that I

7 look at it, again, you know, I did realize that we have

8 certain areas and regions that we have full, very good

9 coverage and qualifications in and, particularly, the Bay

10 Area, we have a lot of talented people that are coming

11 from there.

12 So, I know we have to reduce the pool by a

13 candidate and so I did have one in mind, but wasn't ready

14 -- if you guys are ready to discuss talking about any

15 particular candidate that you would like to remove from

16 the pool?

17 MS. CAMACHO: I'd be willing to hear who you

18 have.

19 CHAIR SPANO: Okay.

20 MR. AHMADI: Yeah.

21 CHAIR SPANO: I'm sorry?

22 MR. AHMADI: Yeah, me, too.

23 CHAIR SPANO: Okay, I was thinking of, let's see

24 my notes here, Candidate Sandra Bressler.

25 We did mention that this candidate has a unique

1 background in the medical area and she has statewide
2 public health experience, but she also has skills and
3 talents that I believe are mirrored in other candidates
4 that are remaining in the 40. I believe we have good
5 coverage in this area, especially with the qualifications
6 that these candidates have to offer. I think it's a good
7 balance fully and despite the fact that we may have to
8 consider removing her from the pool.

9 I didn't know how you would feel, if you had a
10 chance to even look at this candidate, again, what are
11 your thoughts?

12 MS. CAMACHO: I agree with you, this pool is
13 just filled with very talented individuals. And with her
14 skills and abilities, they're covered by other individuals
15 that are in the pool and I'd feel comfortable eliminating
16 her from the Tentative list.

17 CHAIR SPANO: Okay.

18 MR. AHMADI: Yes, thank you. I introduced
19 Sandra Bressler before lunch break.

20 CHAIR SPANO: Oh, yeah.

21 MR. AHMADI: And I really want to thank you and
22 appreciate the fact that you have taken a second look at
23 the details and I respect that.

24 I went back to the entire list and focused on a
25 few individuals that I have here and this was one of those

1 that I wanted to bring back for discussion.

2 CHAIR SPANO: Okay.

3 MR. AHMADI: So, we're moving towards the
4 direction right now, as we speak.

5 I do agree with the way Mary put it, that the
6 skills, and abilities and experiences are already covered
7 with the remaining individuals that we have in this
8 Tentative pool of 40 individuals.

9 So, even though this is a very difficult
10 decision, at least I have that comfort to say that I agree
11 that by eliminating this individual from the pool, we are
12 not losing significant or any qualifications or issues
13 regarding diversity, so that makes it a little easier for
14 me to say yes, I agree with that.

15 CHAIR SPANO: Okay. So, we agree, we'll take
16 her off the list for further consideration for interviews.

17 So, at this time we have -- we have 40
18 candidates that I feel comfortable with, I feel like they
19 have many skills and abilities to offer the Commission in
20 the Democratic pool, and it's a good balance of
21 individuals, strengths that I believe will complement each
22 other.

23 How did you both feel?

24 MS. CAMACHO: I agree with you. These 40
25 Applicants have such vast life experiences, and skills and

1 abilities in the sense of strong mathematical backgrounds,
2 Voting Right Act. I feel very confident about this pool.

3 CHAIR SPANO: Okay. Nasir?

4 MR. AHMADI: And I agree, I have similar
5 thoughts, I'm very confident that this pool will allow us
6 to be in compliance with our requirements and I'm sure
7 that we'll find individuals who are skilled enough, and
8 successful enough, and experienced enough to be successful
9 for the Commission's work. So, I agree.

10 CHAIR SPANO: Okay. With that said, would
11 counsel mind reconfirming the list with the Applicant ID?

12 MS. RAMIREZ-RIDGEWAY: Sure.

13 CHAIR SPANO: Okay.

14 MS. RAMIREZ-RIDGEWAY: I hope I can, there's
15 some complicated names here.

16 CHAIR SPANO: Okay.

17 MS. RAMIREZ-RIDGEWAY: Applicant Victoria Aguayo
18 Schupbach, ID number 5047.

19 Gambino Aguiere, ID number 3622.

20 MR. AHMADI: Excuse me, did you say Gambino or
21 Gabino.

22 MS. RAMIREZ-RIDGEWAY: Gabino. I'm sorry,
23 Gabino Aguiere, 3622.

24 Manuela Albuquerque, Applicant ID number 12844.

25 Tangerine Brigham, ID number 15208.

1 Melissa Brown, ID number 28655.
2 Cynthia Dai, or Dai, D-a-i, ID number 29267.
3 LaDrena Dansby, ID number 34072.
4 Michael Gabriel, ID number 7787.
5 Maria Harris, ID number 5780.
6 Lillian Judd, ID number 8063.
7 Xandra Kayden, ID number 6060.
8 Ann Marie (Amber) Machamer, ID number 18565.
9 Melissa Michelson, ID number 7266.
10 John MonPere, ID number 12662.
11 Tom Rivera, ID number 8690.
12 Leland Saito, ID number 1476.
13 Samuel Torres, ID number 5324.
14 John Gamboa, ID number 6584.
15 Charles Turner, ID number 2106.
16 Gregory Freeland, ID number 6388.
17 Angelo Ancheta, ID number 34353.
18 Charles Afflerbach, ID number 30270.
19 Julian Leichty, ID number 4800.
20 Richard Ford, ID number 12093.
21 Janet Heinritz-Canterbury, ID number 32247.
22 Maria Blanco, ID number 8543.
23 Gregory Beyrer, ID number 418.
24 Gracie Madrid, ID number 23912.
25 Fay Mason, ID number 30928.

1 John Saavedra, ID number 27640.

2 Elaine Kuo, ID number 8222.

3 Janith Norman, ID number 29348.

4 Vito Imbasciani, ID number 858.

5 Martha Jimenez, ID number 32521.

6 Kathryn Black, ID number 9960.

7 Jeanne Raya, ID number 12283.

8 Daniel Walker, ID number 22530.

9 Brightstar Ohlson, ID number 33039.

10 Ira Lowry, ID number 14547.

11 Melissa Bottrell, ID number 21866.

12 MR. AHMADI: Thank you.

13 CHAIR SPANO: Thank you.

14 Well, now that we've confirmed our list, I think
15 it's a good time to take public comment at this time.

16 MR. AHMADI: Yes, I agree.

17 CHAIR SPANO: Okay.

18 Would any of the members of the public like to
19 make any comment on these 40 Applicants in the Democrat
20 pool?

21 Seeing no comment, I propose that we move to
22 interview -- I want to make a motion to move -- I'd like
23 to move that we interview the following 40 Applicants, who
24 are Democrats, and since counsel has kindly read off the
25 Applicant ID numbers, I am just going to read off the

1 first and last names of these 40 Applicants.

2 MR. AHMADI: Okay.

3 CHAIR SPANO: John Gamboa, Charles Turner,
4 Gregory Freeland, Angelo Ancheta, Charles Afflerbach,
5 Julian Leichty, Richard Ford, Janet Heinritz-Canterbury,
6 Maria Blanco, Gregory Beyrer, Gracie Madrid, Fay Mason,
7 John Saavedra, Elaine Kuo, Janith Norman, Vito Imbasciani,
8 Martha Jimenez, Kathryn Black, Jeanne Raya, Daniel Walker,
9 Brightstar Ohlson, Ira Lowry, Melissa Bottrell, Victoria
10 Aguayo Schupbach, Gabino Aguirre, Manuela Albuquerque,
11 Tangerine Brigham, Melissa Brown, Cynthia Dai, LaDrena
12 Dansby, Michael Gabriel, Maria Harris, Lillian Judd,
13 Xandra Kayden, Ann Marie (Amber) Machamer, Melissa
14 Michelson, John MonPere, Tom Rivera, Leland Saito, and
15 Samuel Torres.

16 MR. AHMADI: I second that.

17 CHAIR SPANO: Thank you.

18 All in favor say aye?

19 (Ayes.)

20 CHAIR SPANO: All opposed?

21 There being no opposition, the motion is
22 carried.

23 I move that we eliminate, from the Applicant
24 pool, all remaining Applicants who are Democrats.

25 MS. CAMACHO: I second that.

1 CHAIR SPANO: Great. All in favor say aye?
2 (Ayes.)
3 CHAIR SPANO: All opposed?
4 There being no opposition, the motion is
5 carried.
6 Let's see, that brings us to revisit our seventh
7 item of business.
8 CHAIR SPANO: On Monday, we indicated that we
9 would be discussing Item 7 further, in terms of deciding
10 certain applicant questions to ask the interviews -- all
11 interviewees, as they prepare for their interviews.
12 So, Mary, Nasir, have you had a chance to
13 actually look at any of the questions?
14 MR. AHMADI: Yes, I have.
15 MS. CAMACHO: Yes, I have, also. One suggestion
16 that I have is I -- before we start discussing these
17 interview questions here, I would suggest that we number
18 then one through ten, since there's ten, and it would be
19 easier for us to discuss.
20 CHAIR SPANO: Okay. And I'm referring to
21 counsel's memo which --
22 MS. CAMACHO: Oh.
23 CHAIR SPANO: What?
24 MS. CAMACHO: I'm ahead of the game, I guess.
25 CHAIR SPANO: Oh, okay. Oh, did you --

1 MS. CAMACHO: Looking at counsel's memo, there's
2 ten questions on here and I'm suggesting that we number
3 them, since they aren't numbered.

4 CHAIR SPANO: Okay, sounds good.

5 MR. AHMADI: I agree.

6 CHAIR SPANO: And I don't know if I made it
7 clear, but this is referring to the memo that was handed
8 out on Monday, by counsel, that was in the back of the
9 room.

10 So, had you had a chance to --

11 MS. RAMIREZ-RIDGEWAY: You may wish -- you may
12 wish to take public comment before you begin your
13 discussions on this item.

14 CHAIR SPANO: Okay. Would anyone like to make a
15 comment or provide public comment on the interview
16 questions proposed?

17 **PUBLIC COMMENT**

18 MR. WRIGHT: Good afternoon, Jim Wright. I have
19 an additional question for you to consider and I have
20 several examples of it that are being passed out, so that
21 you can see them here.

22 Essentially, they are to stimulate a response
23 from the candidate as to whether their -- an element of
24 the life experience will color their decisions on the
25 panel or if that area of life experience will benefit from

1 their experience on the panel.

2 For example, here was a -- here's a question
3 that might be directed to me; Mr. Wright, you have worked
4 for the County of Santa Clara for many years, how will
5 your county benefit from you being a Commissioner? Please
6 explain.

7 And there are several varieties of this question
8 that I've provided for you.

9 So, if you would consider that as an additional
10 one to put in your pool, I'd appreciate it.

11 Any questions?

12 MR. AHMADI: No, thanks.

13 CHAIR SPANO: No, thank you.

14 MS. CAMACHO: Thank you.

15 MS. RAMIREZ-RIDGEWAY: I would just remind the
16 Panel that the goal for today is to identify a certain
17 number of questions that you'd like to ask all
18 interviewees. So that while these are great suggestions
19 for specific questions that you might consider asking
20 Applicants on an individual basis, the goal today is to
21 identify questions that you will ask every single
22 Applicant.

23 And, of course, you reserve the right to ask as
24 many more as you possibly can in an hour and a half.

25 MR. AHMADI: Thank you.

1 CHAIR SPANO: Thank you.

2 MR. AHMADI: Thank you, Counsel.

3 I'd like to add a few comments before we start
4 the detailed discussion about the questions.

5 And as you know, our time is limited. When we
6 discussed yesterday, or Monday, I'm sorry, the schedule
7 for the interview, I believe we agreed to have an hour and
8 a half for each interview.

9 So, that is a main factor in our decision today
10 to determine, to come up with questions that will allow us
11 to take maximum advantage of the time that we have with
12 each applicant.

13 So, when I reviewed these questions that was one
14 of the factors that I did consider.

15 And number two, I believe, again in the interest
16 of efficiency and based on how much time we have to
17 discuss those questions, I would like to propose that we,
18 in terms of the number of questions, that we reserve at
19 least one question specific to each applicant based on the
20 application material, that each Panel member can raise and
21 ask a question of the --

22 MS. RAMIREZ-RIDGEWAY: I do not think you should
23 decide that right now, I think it can lock you in. I
24 think the goal of today is to identify three to five
25 questions that you want to ask everyone, with the

1 understanding that there will be additional questions that
2 you don't have to decide on, and you don't have to decide
3 a limit on.

4 MR. AHMADI: Okay, correct.

5 MS. RAMIREZ-RIDGEWAY: My expectation is that
6 we'll be asking as many questions as we can in the hour
7 and a half.

8 MR. AHMADI: Correct. Thank you, Counsel. What
9 I was trying to say is that we should save some time for
10 ourselves to follow-up questions, basically.

11 I didn't plan, nor do I want to discuss any
12 specific questions about the applicants, of course.

13 But in terms of, you know, how much time we have
14 available for the interview process, which is an hour and
15 a half, and if we can consider that as well in terms of
16 our follow-up questions, that may be specific. And we may
17 decide not to have any follow-up questions, but that's the
18 Panel's decision, of course.

19 So, I was thinking about, maybe, having anywhere
20 between three to five questions maximum, maybe, so that's
21 just a thought that I wanted to share.

22 CHAIR SPANO: Okay. I'm agreeable to three to
23 five questions. I didn't quite want to go beyond that
24 because I know I will have, and I think each of the Panel
25 members will have individual questions specific to each

1 candidate, as we all know that they're unique and
2 different.

3 MS. CAMACHO: Yeah, I'd agree.

4 MR. AHMADI: And that also, probably, is favored
5 by applicants because I'm sure that they want to share a
6 lot of information to make sure that they have a complete
7 response to these questions, so we don't want to rush them
8 through asking ten questions or more.

9 CHAIR SPANO: Sure.

10 MS. CAMACHO: Sure.

11 MR. AHMADI: Thank you.

12 CHAIR SPANO: Did you want to discuss which
13 questions that you felt were the best five questions that
14 were going to be beneficial for the interview?

15 MR. AHMADI: I have a few questions, based on --
16 from the proposed questions. There's a few -- they're all
17 good questions, by the way, good job, Counsel.

18 And I have my own list of questions, which I
19 compared with what was proposed and for the most part
20 every aspect of what I was thinking about to try to get
21 from the interviews is covered by these questions.

22 So, in other words, the main focus from this
23 point on is to further assess the qualifications of the
24 applicants to make sure that we make the correct decision,
25 and the decisions are going to be even more difficult from

1 this point on.

2 Because, as we said several times, the
3 applicants that we currently have in the pool, they're all
4 talented individuals, and they all have unique
5 qualifications, and the vast majority of them, or almost
6 all of them, in my mind, will be very successful in the
7 interview, I'm hoping.

8 But since we have to make a decision at the end
9 of the interview process to eliminate 20 from each sub-
10 pool, I think I'll be looking for questions that allows me
11 to make that kind of decision in an informed way, and make
12 sure that I'm comfortable with that decision when we move
13 to that state in the process.

14 So, if I may start with just reading the
15 questions that I found might be good candidates for the
16 questions?

17 Since we numbered the questions from one to ten,
18 I assume that the first question is number one and the
19 last one is number ten?

20 MS. CAMACHO: Correct.

21 MR. AHMADI: So, question number one I thought -
22 - I'm going to read the question, first.

23 "Tell us about a time when you had to set aside
24 your personal interests or biases and
25 exercise impartial judgment."

1 Again, this is a great question. My initial
2 thought on this one is, just to share with the other Panel
3 members, is that in my view, since there have already been
4 a question in the application to talk about the
5 impartiality and maybe, if I have to limit the number of
6 questions to three or five, maybe this is not a very
7 important piece of information at this point in time.

8 So, maybe this is one of those that we set aside
9 for now and come back to it, if we have to.

10 MS. CAMACHO: I agree with you that this number
11 one was not one of the ones that I was going to move
12 forward, so I agree with you.

13 MR. AHMADI: Okay, thank you.

14 What about you, Kerri, do you have any thoughts on
15 this one?

16 CHAIR SPANO: Actually, yeah, that was not -- a
17 question that I was not going to consider as part of the
18 three to five, yeah.

19 MR. AHMADI: Okay, thank you.

20 So, you want me to go through the list of
21 questions in this manner or --

22 MS. CAMACHO: I think that would be -- yeah, I
23 think that would be beneficial.

24 MR. AHMADI: Okay.

25 CHAIR SPANO: Yeah, that would -- I think so, yes.

1 MR. AHMADI: Sure. Please feel free to stop me at
2 any point in time and I'm looking forward to your feedback
3 as well, of course.

4 CHAIR SPANO: Sure.

5 MR. AHMADI: So, questions number two, let me read
6 the question again, "What specific skills do you believe a
7 good Commissioner should possess?"

8 And this question is three parts, so that was part
9 one. "Of those skills, which do you possess?" That was
10 part two.

11 "Which do you not possess and how will you
12 compensate for it?"

13 I believe this is a good question and this will
14 allow the individuals to share with the Panel members, to
15 whatever detail they decide to, the information that they
16 think the Panel should consider in the final decision-
17 making process that relates directly to the skills of the
18 individual.

19 And I understand that the application provides
20 some information about their skills and qualities, but
21 since we had the 500-word limitation and also because, if
22 I remember correctly the details, there have been
23 throughout this process other comments about some
24 Applicants may have been willing to share additional
25 information, but limited space didn't allow that -- didn't

1 allow that.

2 I think this is a good opportunity for the
3 Applicants to tell us one more time, in whatever detail
4 they want to, to present their skills, which is important
5 for the work of the Commission.

6 MS. CAMACHO: I agree with you, number two was one
7 of the ones that I was considering to include.

8 I liked it because each individual would bring
9 different skills and abilities, as we saw in the
10 applications, so this would bring out variable aspects of
11 the Applicants.

12 MR. AHMADI: Thank you.

13 CHAIR SPANO: Yeah, I agree. I like this question
14 because all Applicants, as we know, are going to be
15 perfect, and skilled in every single area. Some are going
16 to have strengths and weaknesses, so I would like to know
17 how they could compensate for those.

18 So, I agree, I like this question and I think we
19 should keep it in mind as we go along.

20 MR. AHMADI: Okay, thank you. So, when I say that
21 this is one of the questions, I don't mean that this is
22 final, of course.

23 CHAIR SPANO: No, no. Yeah.

24 MR. AHMADI: We go through the questions one time
25 and then we come back to see how many --

1 CHAIR SPANO: Sure.

2 MR. AHMADI: -- do we think we should reassess.

3 CHAIR SPANO: Sure.

4 MR. AHMADI: The next question, let me read the
5 question, again:

6 "When the Citizens' Redistricting Commission

7

8 performs its work it must take a variety of factors

9 into account, such as geographic compactness and

10 others. Which of these factors do you think will

11 be the most difficult for the Commission to apply and

12

13 how do you expect the Commission to resolve those

14 factors that may appear to conflict with one

15

16 another?"

17 This question directly relates to, again, the

18 Applicant's understanding of the legal implications and

19 legal requirements. Not only legal requirements, I like

20 the way this question is worded because it leaves it open

21 for the Applicant to interpret the question and share with

22 us to what degree they want to provide an answer to this

23 question, to a degree of detail.

24 CHAIR SPANO: I like this question, also.

25 MR. AHMADI: You do?

1 CHAIR SPANO: Yeah, because I think it's going to
2 tell us whether they have a full understanding of the
3 Voters' Rights Act and the work of the Commission in Prop.
4 11, and the objectives thereof.

5 MS. CAMACHO: I think it's a good question.
6 However, I think we should think about this one because it
7 also -- it's not just the Voters First Act that they have
8 to take into consideration, it's also the Voting Right
9 Act.

10 CHAIR SPANO: Uh-hum.

11 MS. CAMACHO: So, this could be a little bit more
12 complicated, so I'd just take that into consideration. I
13 think it is a very good question, but I'm not sure if
14 everyone would be able to answer it in-depth.

15 MR. AHMADI: So --

16 MS. CAMACHO: So, just kind of think of that.

17 MR. AHMADI: No, that's fine and I appreciate
18 that. You know, that's the whole purpose.

19 And let me just make sure that I understood your
20 concern about this. If I hear you correctly, you're
21 saying that this question is worded somewhat more focused
22 towards the state laws versus the federal laws; did I
23 understand you correctly?

24 MS. CAMACHO: No, I'm thinking it's for both. It
25 must take a variety of factors into account, such as, so

1 it could get into individuals that have a legal background
2 or with the Voting Right Act.

3 And so, I'm thinking let's just kind of look at
4 this one a little bit.

5 MR. AHMADI: Okay, sure.

6 CHAIR SPANO: Fine.

7 MR. AHMADI: So, we're going to come back to this
8 one and discuss it in a little more time?

9 MS. CAMACHO: Yeah.

10 MR. AHMADI: Okay, no problem.

11 And just to share with you another thought, when I
12 was reviewing these questions, you know, there's no one
13 definitive kind of approach to this, of course.

14 CHAIR SPANO: Yeah.

15 MR. AHMADI: I'm also open to maybe combining some
16 of these or some aspects of these questions into a new,
17 one, single question, which is something that we may end
18 up doing.

19 In other words, if you compare question two and
20 three, for example, question two, as we discussed, is
21 about skills, specific skills. And to some degree, the
22 skills should include ability or understanding of legal
23 implications or legal requirements related to the
24 Commission's work, which includes -- which is part of the
25 factors that's probably worded in question number three.

1 So, I'm also seeing the connection there. So, but
2 we'll wait on question number three, for now, and come
3 back to it.

4 Question number four:

5 "Describe a circumstance from your personal
6
7 experience where you had to work with others to
8
9 resolve a conflict or difference of opinion. Please
10 describe the issue and explain your role in
11
12 addressing and resolving the conflict. If you are
13 selected to serve on the Citizens Redistricting
14
15 Commission, tell us how you would resolve conflicts
16 that may arise among the Commissioners?"

17 I think this is a great question, especially that
18 it provides an opportunity for the Applicants to share
19 their personal experiences, and I value that a lot.
20 Because, again, for the same reason that I stated for --
21 related to question number two, the Applicants may not
22 have had enough or sufficient room in response to those
23 essay questions in the application to share all their
24 personal experiences.

25 I think this will allow them an opportunity to

1 share that experience with us. So, I like this question
2 as well.

3 MS. CAMACHO: I agree with you, Nasir. I do like
4 this question and I think it will elicit a lot of good
5 information from the Applicants. I think we should
6 definitely consider this question number four.

7 MR. AHMADI: Okay, thank you.

8 CHAIR SPANO: Yeah, I like this question because I
9 think it's directly applicable to what they may face, most
10 likely. They have eight and a half months and they have a
11 lot of different --

12 MR. AHMADI: Right.

13 CHAIR SPANO: -- territory to cover and I believe
14 they will have to resolve conflict just many times. So,
15 it would be nice to know what their approach would be.

16 MR. AHMADI: Thank you.

17 So, moving forward with the questions, I'm on
18 question number five at this point.

19 "How will the Commission's work impact the State?

20 Which of these impacts will improve the State the
21

22 most? Is there any potential for the Commission's

23 work to harm the State and, if so, in what ways?"

24 I think another good question to consider for the
25 interview.

1 My main -- the main value that I see in this
2 question is it induces or it allows individuals to share
3 their own perception of, or thinking, about what -- the
4 importance of the work that they are charged to do has
5 significant consequences. And individuals may have
6 different perceptions, to some degree, about the impact of
7 the work that they are doing.

8 So, this allows the Panel members to get into
9 their heads in terms of what is their thought process when
10 they think about the importance of this historic event and
11 work that they do.

12 So, I like this question.

13 CHAIR SPANO: I, actually, like this question,
14 too, because I think it may cover somewhat of their
15 understanding of -- just to get a sense of if they really
16 understand the seriousness of the Commission's work and
17 that it's not community service, it's a serious job that
18 they're doing, that impacts ten years, the next ten years.

19 MR. AHMADI: Right.

20 CHAIR SPANO: So, I did like this question.

21 Mary?

22 MS. CAMACHO: I thought this was a worthy
23 question. It does elicit -- it tries to elicit the --
24 from the Applicant how important this Commission is and
25 the decisions that they make, how they're going to affect

1 the state. So, I think this is a good question.

2 MR. AHMADI: Okay, I agree.

3 I'm going to question number six, as it appears on
4 the memo.

5 "Explain your vision of a day in the life of
6 a Commissioner; is there anything in your life
7 that would prohibit or impair your ability to
8 perform all of the duties of a Commissioner?"

9 Since we have to come up with three to five
10 questions, I think this question -- I just want to share,
11 hopefully, my concerns about this question and see if you
12 guys agree with me.

13 This question is somewhat relevant to the
14 individual's experience. And given that some individuals
15 may have worked or been involved with redistricted, or
16 been involved in their personal experience or their
17 professional experience may have had opportunities to
18 perform in a board setting, or a commission setting, while
19 others may not have had that opportunity, just to share a
20 concern that I had about this question, is that it may be
21 a disadvantage or -- Applicants who do not have any
22 experience being part of a committee or commission may be
23 at a disadvantage.

24 And again, that's my concern and I'll willing to
25 hear from you to see if you guys agree with me.

1 CHAIR SPANO: When I -- I actually like this
2 question.

3 MR. AHMADI: Uh-hum.

4 CHAIR SPANO: I want to get a sense of if they
5 really understand the responsibilities of a Commissioner
6 and to see if they're going to be committed to do the
7 work.

8 I think that even though an Applicant may not know
9 all aspects of Commission work, because this is so unique,
10 this role and responsibility, I did want to get a sense of
11 how committed they would be, and I thought this question
12 may draw that out.

13 And I did struggle with trying to identify the
14 five, because I like many of them and they're going to
15 come down the list and --

16 MR. AHMADI: Yeah, me, too.

17 CHAIR SPANO: But, you know, if I have to cut --
18 when we reassess the questions, I think there are others
19 that are better, but I did like this question.

20 MR. AHMADI: Yeah, I like it, too, but -- so, it
21 sounds like -- what about you, Mary, do you have a
22 position on this one?

23 MS. CAMACHO: For this question, all these
24 questions are good in the memo. However, with number six,
25 I thought you could get the same sort of answers within

1 number two. So, I would not be upset if we did not
2 include six, because I think we can get the same sort of
3 information in two.

4 We could modify it, like Nasir was saying, to get,
5 elicit a little bit more out of them in the sense of
6 prohibiting or impairment of the ability to perform the
7 duties.

8 So, if we needed that, we could incorporate that
9 in two. But I think pretty much two would give you some
10 of the same answers you'd get in six.

11 MR. AHMADI: I think one -- one factor that's
12 important in our decision is to know that the individuals
13 are committed. And not only committed, but they're
14 available and able to do the work because this is the
15 first time that a task of this magnitude has been
16 experimented.

17 So, even when I -- from my training and my own
18 understanding of the type of work that the Commission will
19 be doing, I'm not certain if I understand all the details
20 of the challenges that the Commission will have to face.

21 Obviously, this is a long-term commitment. And by
22 hearing from individuals about their perception of to what
23 degree they think that they may be involved with this
24 responsibility or discharging their responsibility as part
25 of being a Commission member, or Commissioner, I think

1 there's value in that.

2 So, maybe we can think about how else we can
3 elicit that type of response from the individuals to tell
4 us that they are so committed, and that they're available
5 and able in terms of their availability to commit their
6 time to do the work.

7 MS. CAMACHO: And kind of what I said was we could
8 also incorporate that, if we need to find out about their
9 ability and their impairment, we could kind of incorporate
10 that in two.

11 MR. AHMADI: Okay.

12 MS. CAMACHO: Because their understanding of what
13 a Commissioner should do could also be elicited from
14 number two.

15 MR. AHMADI: I agree. I can see that, yeah.

16 So, we're going to come back and look at the
17 detail of how are we going to do that or --

18 MS. CAMACHO: That sounds good.

19 MR. AHMADI: -- what is the best way to do that,
20 maybe.

21 Can I just move forward with the next question?

22 CHAIR SPANO: Yeah.

23 MR. AHMADI: Okay. Question number seven:

24 "How can the Commission accomplish all of the
25 work it has to accomplish by the deadlines

1 contained in the law? What could prevent the
2 Commission from meeting its deadlines? What
3 Will you do to insure that the Commission
4 meets its deadlines?"

5 I like the openness of this question, it allows,
6 again, the individuals to provide answers based on their
7 own understanding and perception of what the options are
8 in terms of, you know, making sure that they meet the
9 deadlines. Because these deadlines are based on the law,
10 it cannot be changed, and the work has to be performed in
11 a way that allows the Commission to comply with those
12 deadlines.

13 So, I think this is a good question to ask and for
14 us to consider how thoughtful the individuals can come
15 across in terms of their ability to meet the deadlines for
16 the Commission's work.

17 CHAIR SPANO: I like this question, but I think,
18 as I was trying to determine the five, this wasn't part of
19 my five that I thought would be a question that we needed
20 to ask, to include for all Applicants.

21 MR. AHMADI: Uh-hum.

22 CHAIR SPANO: But I think it's an important
23 question and maybe we can integrate it somehow in another
24 question. But right now, I'm -- I like nine and ten.

25 MR. AHMADI: Okay.

1 CHAIR SPANO: So, but I appreciate everybody's
2 thoughts on this and stuff.

3 Mary, how did you feel about it?

4 MS. CAMACHO: I agree, I'm -- it's a good question
5 and it's very relevant because there is, like Nasir was
6 saying, there is statutory deadlines, they have to have
7 their work completed by a certain time.

8 CHAIR SPANO: Uh-hum.

9 MS. CAMACHO: And we need to insure that these
10 individuals understand that.

11 However, I agree with Kerri in the sense that I --
12 if we're having to limit ours and we only have an hour and
13 a half to interview these individuals, this would not be
14 one of the questions that I would ask.

15 MR. AHMADI: Okay.

16 CHAIR SPANO: Okay.

17 MR. AHMADI: Kerri also suggested that we may
18 think about integrating this question into another one,
19 maybe.

20 CHAIR SPANO: Uh-hum.

21 MS. CAMACHO: That's a possibility, also.

22 MR. AHMADI: So, would you agree with that? Okay.

23 So, question number eight:

24 "The Commission has the authority to hire
25 and contract for consultants, staff and legal

1 services. If you are selected to serve on the
2 Commission, what role will consultants play in
3 the Commission's work; what role will staff play
4 in the Commission's work; what role will
5 attorneys play in the Commission's work? How will
6 you select the staff, consultants and attorneys,
7 what qualities will you look for in each category
8 of health?"

9 So, you want to start with this one? What do you
10 think, Kerri?

11 CHAIR SPANO: You know, I like nine and ten. So,
12 I did think this is a good question, I think it's relevant
13 and would like to hear from them about it, but since given
14 we have a limited time to ask Applicants certain questions
15 I think, for me, I want to get a better sense of this
16 Applicant through questions number nine and ten.

17 So, I did like it, but if we're going to narrow
18 down how many questions that we propose to ask these
19 Applicants, I thought maybe nine and ten were better than
20 eight.

21 MR. AHMADI: I have similar thoughts on this one.

22 CHAIR SPANO: Yeah.

23 MR. AHMADI: No doubt that the Commission will
24 need services --

25 CHAIR SPANO: Sure.

1 MR. AHMADI: -- and will have to hire staff
2 members, and will have to seek expert advice and
3 consultation.

4 To me, this is -- this is part of the
5 responsibility of the Commission. And we discussed
6 earlier, maybe question number two, the specific skills
7 that a Commissioner must possess, maybe this is covered --
8 maybe we should expect them to make reference to this part
9 of the responsibility that they are -- that we should
10 consider.

11 I have to be careful with my choice of words
12 because I don't want to talk about my expectation but --

13 CHAIR SPANO: I think it would be interesting by -
14 - you're right with over in question two may solicit
15 certain answers that will give us an indication of the
16 well-roundedness of their understanding of Commission work
17 and all aspects of the setting up the operational and the
18 decision making.

19 MR. AHMADI: Okay.

20 CHAIR SPANO: And so, maybe, it will -- you know,
21 without having to introduce this question.

22 MS. CAMACHO: Yeah, I agree. Since we're having
23 to limit the number of questions that we're going to be
24 asking Applicants, this is -- like I said before, it's a
25 good question, but would it be one of the five, three to

1 five questions that I'd want to have asked? No.

2 MR. AHMADI: Okay, I respect that. I can -- as I
3 said, you know, I have similar thoughts, like Kerri.

4 So, this is a no question?

5 CHAIR SPANO: Correct.

6 MR. AHMADI: The last two questions, number nine
7 and ten, let's go over number nine. And I know, Kerri,
8 you already mentioned that you like this question and I
9 do, too.

10 CHAIR SPANO: Yeah, it's good, yeah.

11 MR. AHMADI: I like both of those questions.

12 CHAIR SPANO: Okay.

13 MR. AHMADI: So, "Describe a situation where you
14
15 have had to work as part of a group to achieve a
16 common goal; tell us about the goal, describe the
17
18 role within the group and tell us how the group
19
20 worked, or did not work, collaboratively to achieve
21 this goal? If you are selected to serve on the
22
23 Citizens Redistricting Commission, tell us what you
24 would do to foster collaboration among the

25

1 Commissioners?"

2 I think this is a wonderful question and I like
3 it.

4 MS. CAMACHO: I agree with you. This will elicit
5 that group dynamics that the Commission's going to be.
6 There are going to be 14 different people from various
7 backgrounds, with different interests, and we need to
8 insure that these individuals understand that and how are
9 they going to deal with that.

10 MR. AHMADI: I agree.

11 MS. CAMACHO: So, this, I think, will elicit a lot
12 of good information about the Applicants.

13 MR. AHMADI: Any other thoughts on this, Kerri?

14 CHAIR SPANO: No, I like it, it's going to solicit
15 certain information from -- I like situational questions,
16 and so I think it's going to draw a lot of information
17 that will give us more to evaluate the candidate better.

18 MR. AHMADI: Okay.

19 MS. RAMIREZ-RIDGEWAY: Can I make a brief
20 suggestion?

21 MR. AHMADI: Yes, please.

22 MS. RAMIREZ-RIDGEWAY: This might be a good
23 question where you insert the words "and ensure the
24 Commission meets its legal deadlines" at the end of the
25 last sentence, which would pick up some of the issues you

1 indicated you were interested in from the prior question.

2 MS. CAMACHO: Okay, so what --

3 MR. AHMADI: Very good idea, Stephanie.

4 MS. CAMACHO: I just want to make sure that I have
5 this. So, you're saying at the last sentence to include
6 "and meet its legal deadlines."

7 So, after "foster collaboration among the
8 Commissioners and" --

9 MS. RAMIREZ-RIDGEWAY: "ensure the Commission
10 meets its legal deadlines."

11 MS. CAMACHO: Okay.

12 MS. RAMIREZ-RIDGEWAY: And while we're at it,
13 listening to you, I would recommend that you consider
14 adding, to question two, "Is there anything in your life
15 that would prohibit or impair your ability to perform all
16 the duties of a Commissioner?"

17 MR. AHMADI: Thank you, Stephanie.

18 Now, Stephanie, that was from which question,
19 original question, the one that we just added?

20 MS. RAMIREZ-RIDGEWAY: That came from question
21 six.

22 MS. CAMACHO: Five. Six? Oh, six, yeah.

23 MR. AHMADI: Six, correct. Thank you.

24 CHAIR SPANO: So, by Stephanie making these
25 suggestions to amend nine and two, I believe that we won't

1 need to reconsider six or seven, is my understanding.

2 MR. AHMADI: That's my understanding, as well.

3 CHAIR SPANO: Okay.

4 MR. AHMADI: So, the last question, can I move
5 forward?

6 CHAIR SPANO: Yes.

7 MR. AHMADI: Thank you.

8 "A considerable amount of Commission's work will
9 involve meeting with people from all over
10 California, who come from different backgrounds
11 and very different perspectives; if you are
12 selected to serve on the Commission, tell us
13 about the specific skills you possess that
14 will make you effective in interacting with
15 the people?"

16 MS. RAMIREZ-RIDGEWAY: The public.

17 CHAIR SPANO: Yeah.

18 MR. AHMADI: Did I say it wrong, Stephanie?

19 MS. RAMIREZ-RIDGEWAY: You said "people," it says
20 "public."

21 CHAIR SPANO: "Public," the last word.

22 MR. AHMADI: "Public."

23 MS. RAMIREZ-RIDGEWAY: I don't care, I just wanted
24 you to read the question into the record correctly.

25 MR. AHMADI: Yes, thank you. No, thank you,

1 I'm --

2 CHAIR SPANO: But he understands people are part
3 of the public so --

4 MS. CAMACHO: I feel that this is, like with
5 Kerry, and I think, Nasir, also you, that you said that
6 you liked this, I do like number ten.

7 This is another area that the Commission has to --
8 a Commissioner needs to be familiar with and comfortable
9 with. And this is dealing with the public, which they're
10 going to have to do. They're going to have to go out to
11 communities of interest, they're going to have to be
12 talking to them, discussing.

13 And I'd like to elicit some more information from
14 the Applicants to get a better understanding, so I think
15 this question should stay in.

16 MR. AHMADI: Okay.

17 CHAIR SPANO: Uh-hum.

18 MR. AHMADI: Okay. So, going back to the ones
19 that we do like, I think we said number two, three, four,
20 these are the original numbers --

21 MS. RAMIREZ-RIDGEWAY: Two, four, five, I believe.

22 MS. CAMACHO: Yeah.

23 MR. AHMADI: Correct.

24 CHAIR SPANO: I think -- I think, with three, Mary
25 was on the fence, I believe with three.

1 MS. CAMACHO: Yes.

2 CHAIR SPANO: So, now, do you not want to consider
3 that question, Mary, because it looks like as we proceed,
4 it's going to look like we have five that we all agree on.
5 But I wasn't sure how you felt, again, about two, you
6 mentioned some -- number three, I mean, you mentioned some
7 reservations about that.

8 MS. CAMACHO: I'm trying to think.

9 CHAIR SPANO: Because it's kind of specific to the
10 legal requirements and --

11 MS. CAMACHO: Right. I just want to say the ones
12 that we've agreed on, so I understand.

13 CHAIR SPANO: Okay.

14 MS. CAMACHO: So, we've kind of agreed on two.
15 Three, we're still kind of discussing.

16 CHAIR SPANO: Uh-hum.

17 MS. CAMACHO: We've agreed on four.

18 CHAIR SPANO: Uh-hum.

19 MS. CAMACHO: We agreed on nine and ten.

20 CHAIR SPANO: I also have five.

21 MS. RAMIREZ-RIDGEWAY: Five, correct.

22 MR. AHMADI: Me, too.

23 MS. CAMACHO: Is five one that's kind of -- okay.

24 CHAIR SPANO: That we all agreed on.

25 MS. RAMIREZ-RIDGEWAY: You agreed on five.

1 MS. CAMACHO: Okay, that we all agreed on.

2 Okay, yeah, see, then that -- let me see, then

3 that would be six -- that would be -- we have five right

4 now, with two, four, five, nine and ten.

5 CHAIR SPANO: Correct, according to my notes.

6 MS. RAMIREZ-RIDGEWAY: Right.

7 CHAIR SPANO: And, Nasir, you have --

8 MR. AHMADI: What about number eight? We agreed

9 that no --

10 MS. RAMIREZ-RIDGEWAY: You said you didn't like

11 it.

12 MR. AHMADI: Yes.

13 CHAIR SPANO: Yes. We said no. We all said no to

14 that one, yeah.

15 MR. AHMADI: I did, yeah.

16 So, with number two, three, four, and five, nine,

17 ten, we have six questions.

18 CHAIR SPANO: No, I believe it was firm on two,

19 four, five, nine and ten.

20 MS. RAMIREZ-RIDGEWAY: Right.

21 CHAIR SPANO: Counsel, is that what you have?

22 MS. RAMIREZ-RIDGEWAY: Correct.

23 CHAIR SPANO: Okay. And Mary's still

24 contemplating number three at this time.

25 MR. AHMADI: Correct.

1 CHAIR SPANO: And I didn't know if she had a
2 chance to kind of give it some thought?

3 MS. CAMACHO: Considering the other questions that
4 we have, I feel that they -- those other five would elicit
5 more responses that I would feel beneficial. And also, I
6 think it would find out more about the Applicants.

7 CHAIR SPANO: I think --

8 MS. CAMACHO: So, I would be comfortable of taking
9 out three.

10 CHAIR SPANO: Yeah, okay. Yeah, I think the
11 questions that we all agreed on will elicit some
12 sufficient -- sufficient information for us to evaluate
13 the candidate for in different aspects of this work. So,
14 I think they're good questions, yeah.

15 MR. AHMADI: Okay, so --

16 CHAIR SPANO: So, should we --

17 MR. AHMADI: Go ahead, I'm sorry.

18 CHAIR SPANO: Oh, I'm sorry.

19 Do you think this would be a good opportunity to
20 take public comment on the questions that we just are
21 proposing right now?

22 MS. CAMACHO: I think --

23 CHAIR SPANO: Okay.

24 MS. CAMACHO: I think that would be good.

25 CHAIR SPANO: Would anybody like to publicly

1 comment on these questions?

2 Nobody wants to talk today. Okay. Okay, then --

3 MR. AHMADI: I think we have Jim Wright.

4 CHAIR SPANO: Oh, Jim, I'm sorry, please come up.

5 MR. WRIGHT: May I?

6 CHAIR SPANO: Yes.

7 MR. WRIGHT: I'd like to lobby, briefly, for

8 question 11, the one I proposed. Okay?

9 I don't know if you noticed, but in proposing
10 these examples of a single question, the intent here is to
11 turn things backwards, okay, to trip up the candidate into
12 exposing some information that you may not get access to
13 in any other way. Okay?

14 To give them a challenge that they don't expect
15 and let them say how they're going to work their way
16 through that challenge.

17 Now, you've come a little close to it, I believe
18 it's in question two, you know, it has a little bit of the
19 same capability. I think that was the one I marked here.

20 No, I'm sorry, that's not it. It would be four,
21 four comes close.

22 But the ability to turn something around and make
23 it in a way that they didn't expect, okay, even though
24 they're going to see these questions ahead of time, might
25 give you some more information that you're just not going

1 to get any other way.

2 CHAIR SPANO: Well, I -- may I respond to that,
3 Mary, Nasir?

4 Because I just want everybody to understand that
5 these aren't the only questions that we're going to ask
6 each candidate. I believe that all the Panel members will
7 have unique questions that they -- for each candidate,
8 based on the information that they bring us and any
9 follow-up questions they may have regarding any questions
10 that we decide on here, today.

11 So, I do like your questions that you have and
12 your suggestions that you've been having.

13 MR. WRIGHT: No, I understand that.

14 CHAIR SPANO: Yeah.

15 MR. WRIGHT: And it would be very nice to hold
16 that in the background, if an opportunity where it's a
17 good thing to ask somebody about, to tweak it a little
18 bit, please do.

19 CHAIR SPANO: Sure.

20 MR. WRIGHT: Thank you for the time, appreciate
21 it.

22 CHAIR SPANO: Thank you for your comments, yes.

23 MR. AHMADI: Thank you, thanks for the comment.

24 CHAIR SPANO: Would anyone else like to comment at
25 this time?

1 Then I think this would be a good time to vote on
2 these questions and --

3 MS. RAMIREZ-RIDGEWAY: May I make a procedural
4 recommendation?

5 CHAIR SPANO: Sure.

6 MS. RAMIREZ-RIDGEWAY: That you just move them one
7 at a time.

8 CHAIR SPANO: Okay.

9 MS. CAMACHO: So, vote on them one at a time?

10 MS. RAMIREZ-RIDGEWAY: Correct.

11 CHAIR SPANO: So, make a motion on each one, is
12 that what you're saying?

13 MS. RAMIREZ-RIDGEWAY: Correct.

14 CHAIR SPANO: Okay. And shall I go ahead and read
15 the whole question as I do that?

16 MS. RAMIREZ-RIDGEWAY: You should read it
17 verbatim.

18 CHAIR SPANO: Okay.

19 MS. RAMIREZ-RIDGEWAY: So, your motion would be I
20 move that we adopt -- or I move that we agree to ask all
21 Applicants the following question.

22 CHAIR SPANO: Okay.

23 MS. RAMIREZ-RIDGEWAY: And read it verbatim, take
24 a second, take a vote.

25 CHAIR SPANO: Okay, I will do that.

1 MS. RAMIREZ-RIDGEWAY: And be precise because
2 whatever's in your motion is what you're asking them.

3 CHAIR SPANO: Okay. Okay, no pressure.

4 (Laughter.)

5 MS. CAMACHO: No pressure. She got it.

6 CHAIR SPANO: Okay.

7 MR. AHMADI: Do you want me to start for the first
8 one?

9 CHAIR SPANO: I'm sorry? Oh, okay, did you want
10 to each take a turn? I don't care, that's fine with me.

11 I know that number two we amended, so I'm curious
12 to see what you've got down.

13 MR. AHMADI: I have my notes.

14 CHAIR SPANO: Okay. All right.

15 (Laughter.)

16 MR. AHMADI: So, I move to adopt the following
17 questions to be asked of all Applicants in the interview
18 process, and the question is:

19 "What specific skills do you believe a good
20 Commissioner should possess? Of those skills,
21 which
22 do you possess, which do you not possess, and how
23 will you compensate for it? Is there anything in
24 your life that prohibits you to perform as a
25 Commissioner?"

1 Do we have a second.

2 CHAIR SPANO: That's not exactly what I have.

3 MS. CAMACHO: That's not exactly what I had,
4 either.

5 MR. AHMADI: So, I --

6 MS. RAMIREZ-RIDGEWAY: Withdraw.

7 MR. AHMADI: I think I should withdraw the motion,
8 it was a --

9 MS. RAMIREZ-RIDGEWAY: Let me tell you what I
10 suggested you add as an additional question to number two:
11 "Is there anything in your life that would
12 prohibit
13 or impair your ability to perform all of the duties
14 of a Commissioner?"

15 MR. AHMADI: Could you repeat that one more time,
16 please?

17 MS. RAMIREZ-RIDGEWAY: Sure.

18 MR. AHMADI: Thank you.

19 MS. RAMIREZ-RIDGEWAY: "Is there anything in
20 your life that would prohibit or impair your
21 ability to perform all of the duties of a
22 Commissioner?"

23 MR. AHMADI: Thank you. So, let me try that
24 again.

25 I move to adopt the following question to be asked

1 of all the Applicants during the interview process:

2 "What specific skills do you believe a good
3 Commissioner should possess? Of those skills,
4 which do you possess, which do you not possess,
5 and how will you compensate for it? Is there
6 anything in your life that would prohibit or
7 impair your ability to perform all of the
8 duties of a Commissioner?"

9 Do we have a second?

10 MS. CAMACHO: I second that.

11 MR. AHMADI: All in favor, say aye?

12 (Ayes.)

13 MR. AHMADI: All opposed?

14 Seeing no opposition, the motion is carried.

15 Thank you.

16 MS. RAMIREZ-RIDGEWAY: Would you like to resume
17 the chairmanship, Ms. Spano?

18 (Laughter.)

19 CHAIR SPANO: Should I just keep reading? Should
20 I just introduce each question and read it?

21 MS. RAMIREZ-RIDGEWAY: I would.

22 CHAIR SPANO: Would it make it easier? Or, I
23 don't know, I mean --

24 MS. RAMIREZ-RIDGEWAY: It doesn't matter.

25 CHAIR SPANO: Okay. I'll give it my intent until

1 I hack it up.

2 Okay, let's see, I move that we ask all Applicants
3 who are interviewed the following question:

4 "Describe a circumstance from your personal
5 experience where you had to work with others to
6 resolve conflict or difference of opinion. Please
7 describe the issue and explain your role in
8 addressing and resolving the conflict? If you
9 are selected to serve the Citizens Redistricting
10 Commission, tell us how you would resolve
11 conflicts that may arise among the Commissioners?"

12 MR. AHMADI: I second that.

13 CHAIR SPANO: All in favor say aye?

14 (Ayes.)

15 CHAIR SPANO: All opposed?

16 The motion is carried.

17 I move that we ask all Applicants, who are
18 interviewed, the following question:

19 "How will the Commission's work impact the State;
20 which of these impacts will improve the State the
21 most? Is there any potential for the
22 Commission's work to harm the State and, if so,
23 in what ways?"

24 MR. AHMADI: I second that.

25 CHAIR SPANO: All in favor say aye?

1 (Ayes.)

2 CHAIR SPANO: All opposed?

3 Seeing no option, the motion is carried.

4 I move that we ask the Applicants, who are

5 interviewed, the following question:

6 "Describe a situation where you have had to

7 work as part of a group to achieve a common

8 goal; tell us about the goal, describe your

9 role within the group, and tell us how the

10 group worked or did not work collaboratively

11 to achieve this goal? If you are selected

12 to serve on the Citizens Redistricting

13 Commission, tell us what you would do to

14 foster collaboration among the Commissioners

15 and ensure the Commission meets its legal

16 deadlines?"

17 MS. CAMACHO: I second that.

18 MR. AHMADI: I second it. I'm sorry.

19 MS. RAMIREZ-RIDGEWAY: Two seconds are fine.

20 CHAIR SPANO: All in favor say aye?

21 (Ayes.)

22 CHAIR SPANO: All opposed?

23 The motion is carried.

24 I move that we ask all Applicants, who are

25 interviewed, the following question:

1 "A considerable amount of the Commission's
2 work will involve meeting with people from
3 all over California, who come from very
4 different backgrounds and very different
5 perspectives; if you are selected to serve
6 on the Commission, tell us about the specific
7 skills you possess that will make you effective
8 at interacting with the public?"

9 MS. CAMACHO: I second that.

10 CHAIR SPANO: All in favor say aye?

11 (Ayes.)

12 CHAIR SPANO: All opposed?

13 Seeing none, the motion is carried.

14 MR. AHMADI: Thank you.

15 CHAIR SPANO: It looks like, according to the
16 agenda, at this time we will open the floor for public
17 comment on general public comment period.

18 CHAIR SPANO: Is there anybody who would like to
19 make a public comment?

20 MR. WALTON: I'm Sam Walton, and I'm a consultant
21 with the NAACP.

22 And I just want to commend the Panel in this first
23 phase of the work that was done, it was very complex. And
24 watching your movement, coming through with the names, and
25 the recommendations, and the way you've done it, you know,

1 I'm really impressed.

2 And I really believe that you guys have done an
3 excellent job of maintaining balance and considering a lot
4 of the factors as you've gone forward.

5 So, I just want to take a minute to commend you on
6 the work at this phase and tell you to get ready for the
7 next phase.

8 (Laughter.)

9 CHAIR SPANO: Thank you very much.

10 MS. CAMACHO: Thank you.

11 MR. AHMADI: Appreciate that.

12 CHAIR SPANO: Is there any other general public
13 comment at this time?

14 Well, before we -- Mary, Nasir, do you have
15 anything else you would like to add or discuss?

16 MS. CAMACHO: I don't have any at this time.

17 MR. AHMADI: Nothing specific.

18 CHAIR SPANO: Before we close, I just want to say
19 a few words, that I just wanted to stop for a moment and
20 thank all of the many men and women, our fellow citizens
21 of California, who so graciously took the time to apply
22 for the Commission.

23 Throughout the first part of the process my
24 colleagues and I have been impressed with the talent and
25 enthusiasm of the Applicants as a whole. We have often

1 been touched by the many stories and their dedication to
2 the public good, of most of all their dedication and
3 wholehearted support for the Citizens Redistricting
4 Commission.

5 I want to personally thank all our Applicants for
6 applying. It has been a very difficult process weighing
7 their talents and abilities as we made our decisions.

8 There are so many capable and strong individuals
9 that we had to consider.

10 For those not chosen to go forward, we urge you to
11 consider this not as a failure, but as an acknowledgement
12 that California is indeed blessed to have so many talented
13 citizens working and striving to take California into a
14 brighter future.

15 For our Applicants, who will be participating in
16 the interviews, I look forward to meeting all of you and
17 hearing from you in person. Thank you.

18 MS. CAMACHO: Well said.

19 MR. AHMADI: Thank you.

20 CHAIR SPANO: This meeting is adjourned.

21 MR. AHMADI: Thank you.

22 (Thereupon, the hearing was adjourned
23 at 2:23 p.m.)

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